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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

March 1991 #103



THE RANK AND FILE TEAMSTERS FOR REFORM SLATE swept the four delegates and one alternate in Charlotte, N.C., Local 71. Pictured (l. to r.): Gene Mabe, and TDUers Brad Colesworthy, Mark Franks and James McLeod. Not pictured: TDUer Ray Warren (alt.)

Charlotte, N.C., Local 71

Slate for Carey Sweeps Election In R.V. Durham's Back Yard

Mark Franks
Local 71, UPS
Charlotte, N.C.

Our reform slate swept the delegate election in Charlotte Local 71, and it's interesting to note that the son of IBT Vice President R.V. Durham tallied the least number of votes of any slate candidate. We hope our victory in R.V.'s back yard will build momentum for the reform slate in Durham's own Local 391 delegate election coming up, and for reform campaigns throughout our union.

In spite of the widespread distribution of the smear sheets against Ron Carey by R.V. "Ralph" Durham Jr. and others associated with Local 71 President Conrad Sides' incumbent slate, the membership saw through the lies and elected the Rank and File Teamsters for Reform Slate by a wide margin on Feb. 4. Our slate captured 57% of the vote to the incumbent slate's 34%; independent candidates took the remaining votes.

Sides—a loyal supporter of Durham—told the *Charlotte Observer*, "They beat us badly. I was surprised at the margin." Durham's son, Ralph Jr., blamed the "national election" for his loss and admitted to the newspaper, "It's a very difficult blow for us."

Our reform slate actively campaigned on a positive platform in support of Carey. The issues we cam-

paign on were definitely of national scope. Local officials like Sides have dutifully supported Durham and the state of affairs at the top of our union for years. Suddenly IBT officers like Durham are starting to sound like reformers and are promising "New Directions." The fact is, they are in power now and all we are seeing are the same old directions in our contract campaigns and in how they use our dues money.

We campaigned to protect the Right to Vote and to redirect the priorities of our International union by eliminating the multiple pensions and salaries of officers. We look forward to joining forces with other reform delegates at the Orlando convention.

Our reform slate was a coalition: TDUers James McLeod, a UPS feeder driver from Darlington, S.C., Brad Colesworthy, a CF road driver, Ray Warren (alternate), a mechanic at Yellow Freight, and myself, all from Charlotte; and the top vote-getter in the campaign, Gene Mabe, a Yellow road driver who is not a TDU member.

This victory is clearly a setback for Durham, as North Carolina was thought of as a stronghold for his Greensboro-based campaign for General President. The victory also shows prospective delegates what can be done when the rank and file choose to work together for positive changes.

Is Jones Vote a Sneak Preview?

Durham Flunks 1st Bargaining Test

IBT Freight Director R.V. Durham says talks are still "moving on a positive note," as negotiations on the National Master Freight Agreement continued the week of Feb. 18. In some regions, the supplemental bargaining is settled, with little improvement reported from negotiators involved; in other regions, bargaining continues. Durham claims that "we will have a meeting of the minds before the end of the contract," which is April 1.

Union negotiators realize they must bring back a proposal that can win majority approval of the members, unlike in 1988 when we shot it down by 64%. Negotiators know they better come up with some pension improvements, and no separate contract or

short-haul agreement for Yellow Freight. Durham claims he will eliminate the casual problem, and deal with double breasting and excess railing and brokering of freight. The union is looking to bring back an economic package that puts more money into benefit funds than the 35 cents an hour per year negotiated at UPS last summer.

But as union members from coast to coast watch the approaching deadline, little information is being given to members, and rumors are beginning to fly. IBT negotiators are leaving the rank and file in the dark.

However, Durham recently gave Teamsters a "Sneak Preview" at Jones

continued on page 5

Don't Settle for Less in NMFA!

We've got Majority Rule. Let's use it to protect our jobs and our future. This chart is a reminder of gains that need to be made so our union can rebuild the unionized freight industry.

PENSION IMPROVEMENTS. 25-&-out at \$1,800, 30-&-out at \$2,500, any age. No retiree H&W copays.

ELIMINATE ABUSE OF CASUALS. Abolish distinction between "supplemental" and "replacement" casuals. Restore 30-days-worked means you're hired. Top union scale for casuals.

STOP JOB LOSS TO RAILING AND BROKERS. Close the loopholes that allow brokers and rails to steal our jobs, and ban subcontracting of our work. Union recognition at double-breasted operations. Restore job classifications to save city/dockyard jobs.

ONE UNITED CONTRACT. No separate deal at Yellow. End substan-

dard riders, supplements.

RESTORE COST-OF-LIVING CLAUSE. Bring back the unlimited COLA given away in 1982.

REFORM GRIEVANCE PROCEDURE. Innocent-till-proven-guilty for all discipline. Monetary penalties for repeat company violations.

MORE TIME OFF. Improve vacation schedule. Add five sick days. Make road trips over 5/week voluntary, improve time-off provisions and deal with "baby-sitting the phone."

IMPROVE WORKING CONDITIONS. Restore all past practices and concessions of the last three contracts. Protect our right to safe and secure work.

Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

UNION SOLIDARITY

Organizing for the 1990s

Camille Colatosti
Labor Notes Staff

"Don't mourn—Organize!" were the last words of Joe Hill, the famous labor activist executed 75 years ago for his union activity. These words are especially important for union activists today, as employers and the media proclaim: "The Labor Movement is dead!"

On April 19-21, 1,000 rank-and-file union activists from dozens of unions across the country will put Joe Hill's words into action. They'll attend the 1991 Labor Notes conference on "Organizing for the 1990s" and learn strategies and tactics that bring new life into the labor movement.

Labor Notes is a network of rank and file activists from unions across the country, with the slogan "Let's Put the Movement Back Into the Labor Movement." Since 1978, we've been publishing a monthly magazine out of Detroit, holding conferences and schools, and putting union activists in touch with each other.

The "Organizing for the 1990s" conference will feature four main sessions, over 50 workshops, and many chances for discussion with like-minded activists on what is new and alive in labor. We'll discuss ways to fight the boss on the job, organize the unorganized and build democratic rank-and-file organization.

One topic the conference will focus on is "Building Our Strength at the Workplace." There will be a panel based on Labor Notes' new manual, "A Troublemaker's Handbook: How to Fight Back Where You Work—and Win!" by Dan La Botz. (To order, see ad.) Paperworkers from Wisconsin, Oregon public employees, and janitors from the Justice for Janitors campaign in Los Angeles will discuss how to build unions that do what unions are supposed to do—take action when our jobs, or the jobs of our brothers and sisters, are threatened.

Many workshops will be based on lessons in "A Troublemaker's Handbook." In "What to Do After You Win a Union Election," activists will dis-

cuss post-campaign strategy—running the local, involving the members, and reaching out to unionize unorganized workers. In "Building Community-Labor Coalitions," we'll discuss ways to involve the community in your contract campaigns or strikes.

Other workshop topics include: Organizing the South; Finding Your Boss' Weak Points; Winning a National Contract Campaign; Fighting Racism at the Workplace; Jobs and the Environment; and Fighting for National Health Care.

Featured speaker will be Teamsters Local 804 President Ron Carey. The reform candidate for General President will discuss the movement for democracy within the Teamsters, what this historic turning point means for the rest of labor, and how the struggle for union democracy can be extended throughout the labor movement.

Other speakers include Jerry Tucker, the national organizer for the New Directions Movement in the UAW; Larry Adams, president of Mail Handlers Local 300 in New York; Lucille Dickess, president of the clerical workers union at Yale University; Jon Geenen, vice-president of Paperworkers Local 20; and Caroline Lee, national secretary treasurer of the Canadian Postal Workers Union.

At the "Organizing for the 1990s" Labor Notes conference, you'll meet 1,000 labor activists who share a common belief: organizing starts in our workplaces and ends when our lives are the way we want them to be. Don't miss this opportunity—register today!

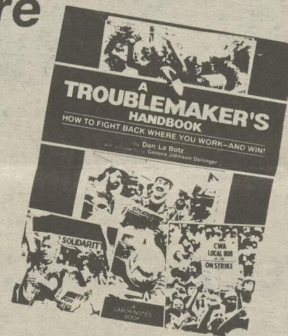
To register, send \$48, plus your name, address, phone and local union to Labor Notes, 7435 Michigan Ave., Detroit, Mich. 48210. Phone: (313) 842-6262.

A Troublemaker's Handbook:

How to Fight Back Where You Work—and Win!

by Dan La Botz

This 262-page handbook contains almost everything you need to know about taking on management: from the first steps of organizing ("Will you wear a button?") up through work-to-rules, community coalitions, inside strategies, contract campaigns, and more.



After reading "A Troublemaker's Handbook," one is not just a troublemaker but an educated troublemaker. Anywhere you open this book it has a lesson. It should be called the "Encyclopedia for the Union Member"—everything from the bathroom-pass syndrome to organizing immigrant workers to corporate campaigns. This is an education from workers' experiences, victories and losses—and experience is the best teacher.

—Mike Ruscigno, recording secretary, Teamster Local 138;
TDU International Steering Committee

To order "A Troublemaker's Handbook," send \$17 per copy to Labor Notes, 7435 Michigan Ave., Detroit, Mich. 48210. Be sure to include your name and complete address, including zip code.

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Diana Kilmury, Vancouver, B.C., Local 155
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Alternates:

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Bilal Chaka, Long Beach, Calif., Local 692
Rudy Hernandez, Oakland, Calif., Local 853

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

N.Y./N.J. Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, N.Y., 11217. (718) 852-9230.

Western Organizer: Doug Allan, P.O. Box 7445, La Verne, Calif., 91750. (714) 593-9791.

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1990 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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Western Conference Trust Announces Pension Improvements

WCT Fund Ignores Long-Term Members

The Western Conference of Teamsters Pension Trust has announced improvements in benefits. But the improvements do not begin to address the demands raised by thousands of petition signers and letter writers who are calling for good 30-and-out and 25-and-out benefits, 100% spouse coverage, and fully paid health insurance. A 10- to 30-year Teamster who retires in 1991 will not see any improvement in his or her pension check based on these changes. And improvements for those who retire in two to three years will be tiny.

The trustees announced a bonus on the portion of future benefits earned in 1992 and 1993 only. A 20-plus-year Teamster can now earn 3.05% instead of 2.65% on the contributions made for him or her in those years. That can bring in a whopping \$12 to \$24 per month more, depending on the contribution rate, hours worked and date of retirement. (For a \$1.50 contribution rate and 2,000 hours worked per year, a member would earn an extra \$12 per month for working all of 1992, and another \$12 per month for working all of 1993.)

Note, however, that even this increase is not expected to continue after 1993. In fact, if the current recession lasts two years or more, the per-

centage paid on contributions will likely be decreased. That's because your trustees agreed to a formula that requires cuts in the pension formula if investments don't do well enough. This serves to let employers off the hook for improved benefits: an economic downturn will hit your pocketbook, not theirs.

The WCT fund has reduced the number of years required for vesting from 10 to five years. A Teamster who leaves the industry after five years, but with less than 10 years, will now be eligible for a small pension. This change can help members who lose jobs in the future due to plant closings and corporate bankruptcies. It will also help prevent future losses of credit due to breaks in service, but will do nothing to heal past breaks.

Participants called into service for the Gulf war will receive pension credit for their time in the service under certain conditions. That's good. *It's also required by federal law!* The Veterans' Readjustment Assistance Act (38 USC, Sections 2021-24) requires employers and unions to provide for returning service people all the benefits they would have received if they had stayed on the job instead of joining the military. That includes accruing pension benefits at

the same rate as co-workers who don't go to war.

This law applies to Vietnam veterans as well. So if the fund is just now changing to comply with the law, earlier veterans may have been illegally denied benefits. Members who think they have been affected should contact the Teamster Rank and File Education and Legal Defense Foun-

dation (TRF) at (313) 842-2615.

The trustees are feeling the heat of rank and file organizing and the new Right to Vote. They've tossed a crumb to members to see how little it will take to slow the movement for better pensions. The delegate elections, freight contract, and the vote for officers in December will all show that a token increase won't be enough.

The Facts About Benefits in Ron Carey's Local 804

Ron Carey's Local 804 pension fund pays \$1,500 per month pension with 25 years at any age. That has caught the attention of many Teamsters, and Durham-Mathis supporters can't point to that kind of record. So they've been distorting the facts to try to smear Carey's record. But they miss the point.

The Local 804 record doesn't just represent better success at getting benefits. It represents a better view of how a union should be run. The big Teamster pension funds—Western Conference, Central States and most others—have held back benefits, in the employers' interest. The Local 804 fund used unexpected gains from investments to improve benefits right away. Carey and the Local 804 trustees put the members first.

Most of the statements on Local 804 benefits made by Durham-Mathis and supporters are false or misleading. For instance:

Local 804 Health and Welfare benefits are "lousy," in the words of Central States trustee Harold Leu; or, "substandard," according to Durham-Mathis literature. FALSE. Active Teamsters in Local 804 get a standard 80% coverage on major medical, with a relatively low \$50 (per member per year) deductible. Hospitalization is covered 100%. Retiree health insurance does exist through Local 804, provided by Blue Cross and Blue Shield. Retirees pay \$55 per month, compared to the \$50 per month payment in Central States, \$110 per

month in the Western Teamsters Welfare Trust, and \$200 in Virginia Joint Council 83.

Durham-Mathis try to distract us with the average benefit in the Local 804 plan, saying it's "less than \$500 per month." But they neglect to mention that in 1988 the average in the Western Conference plan was \$361; in the Central States, \$498; and in the New England fund, \$404.

"The Local 804 fund is run by UPS management." FALSE. Like other Teamster funds, the Local 804 fund has an equal number of union and company trustees, who have responsibility for benefit decisions.

"The 804 fund only pays pensions for 120 months." VERY FALSE. Of course they're paid for the member's lifetime. One option of payment is the 120-month guaranteed option. This means that if the member dies before 120 months are paid, the surviving spouse receives the full pension for the remainder of the 120 months. (Central States offers a similar 60-month guarantee. The Western Conference has no such option.)

We hope you don't choose a candidate for General President based on the details of his or her pension fund, even a detail as impressive as a \$1,500 25-and-out. We hope you examine both the candidates' proposals for strengthening our union and their record on delivering for the members to see if they've really been working for a better union. TDU members say Carey's record is true to his platform.

Joe T's JC 16 Piggy Bank

At least since 1980, New York City's Joint Council 16 has paid 55% to 65% of its income (which is nearly all from dues) into an officers' pension plan. Between the officers' pensions and the Trerotola family's salaries, there is little left for anything else.

For 1989, the figures were:

"Pension fund for all officers ..."	\$1,002,974
Salary for pension fund clerks	93,411
Joe Trerotola pay	63,430
Vince Trerotola pay	51,886
Total.....	\$1,211,701
Total JC 16 income, 1989	\$1,591,165

So in 1989, less than one-fourth of the Joint Council's income was available for anything besides paying the Trerotolas and paying for officers' pensions. Since the pension fund clerks are the only office staff employed by the Joint Council, it ap-

pears that pension work is all that goes on there. Note that all officers covered by this pension fund are covered by two or three, or more, other pension funds as well—all paid for by our dues.

In 1989, Joe T made \$38,064 in salary, and \$25,366 in expenses from Joint Council 16. (His total take from our union dues was \$356,643.)

Vince Trerotola in 1987 became a member of the Advisory Board, and since then, one member has been paid over \$50,000 each year (guess who), while the other two still make about \$6,000 a year.

Joint councils, especially in an area with as many Teamsters as New York City, have a lot of work they might do. But this joint council spends most of its resources, which come from Teamster dues, on an extra pension fund for officers. It's time for JC 16 to be accountable to the members, not a piggy bank for Joe T & Son.

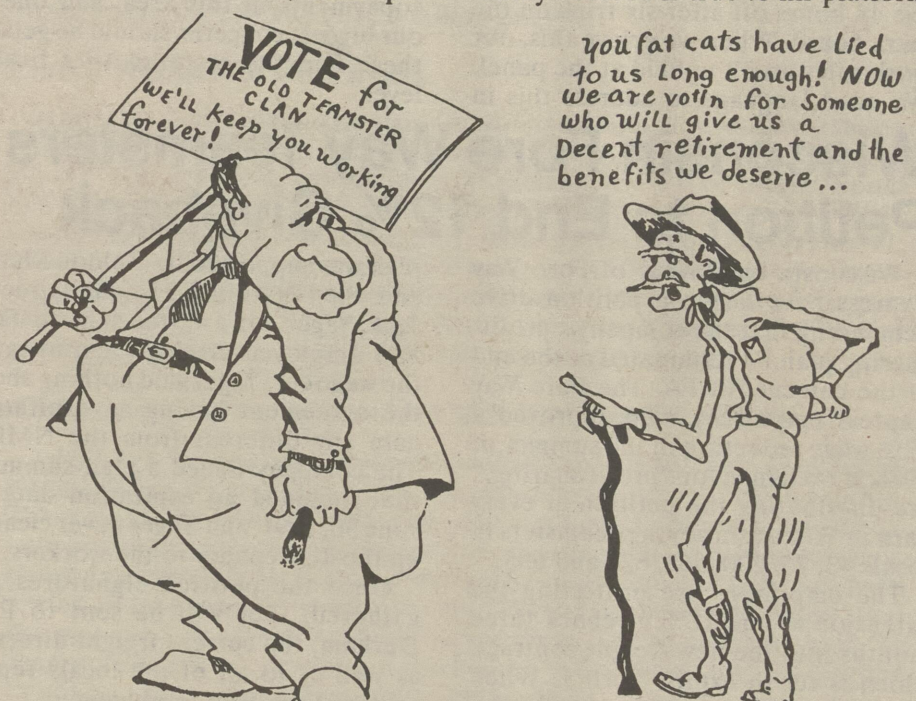
Central States Trustee Reports Policy Change

Harold Leu, president of Toledo Local 20 and a union trustee of the Central States Pension Fund, spoke to the members of Dayton, Ohio, Local 957 at their Feb. 10 membership meeting. When asked whether the fund is seeking full funding, Leu said it was not. He said the amortization period is now 12 to 13 years, and the trustees want to increase it to about 21 years.

The amortization period is the length of time it will take a pension fund to fund its benefits. So full funding will mean the amortization period is zero. The law allows funds to have amortization periods of up to 30 years.

Allowing a longer amortization period will allow better benefits to be paid.

For instance, an independent actuarial study sponsored by TDU in 1989 revealed that an amortization period of 21 years would allow a 50% increase in the current 30-and-out, to \$1,500, before any increase in contributions. So that amortization period in combination with a reasonable increase in freight contributions could produce a \$2,500 30-and-out. Many freight Teamsters are demanding just such an increase before approving any proposed contract.



Cartoon submitted by member of Dallas Local 745.

FREIGHT NEWS

Job Security: a Dream Worth Working For

Pete Camarata
Local 299, Earl C. Smith
Detroit

In the current job market, no one wants to be out of work. We'd all like to see our company stay in business and keep our jobs and seniority. But the handwriting's on the wall. Many companies have been forced out of business.

In 1975, Jimmy Hoffa was saying that there would be only a handful of trucking companies. Huge conglomerates would dominate the market. Trucking would go the way of the auto industry. With this in mind, Hoffa had a plan to use the power of the union to protect our jobs as this process took place. However, as we know, Hoffa disappeared and was replaced by Frank Fitzsimmons, who had no such vision or plan.

Now "Fitz" is gone, but his replacements are "Fitz Clones" with the same lack of vision or plan. Instead of fighting for master contracts that protect workers when their company closes down, we're offered profit sharing and ESOP programs to cut wages and keep marginal companies open—at our expense. And when they ultimately do close, we get no help in finding a new

job. We're forced to work, in some cases for years, as casuals, for lower wages and no benefits, doing the same work. The clock is turned back 50 years. The company has all the control over who works, and we're forced to "shape up" day by day with no union protection.

How long will we put up with this miserable state of affairs? Isn't it time we went to our union halls and demanded a contract with job security? None of us is secure. Even those of us at the big carriers can be put out of work by a double-breasted operation or a change of operations. And those of us at the marginal and smaller carriers should act now before we're on the street.

Local 299 President Ron Owens said in the *Local 299 News* that he will lead the fight to end ESOP and profit-sharing programs. But at the last local cartage meeting, the local had no word or proof that letters terminating the programs were even sent. This raises the issue of whether all companies with such plans will be sent letters. Are certain companies to be forced out of business while others take the work, paying even less wages and benefits? Ending these plans must be

part of an overall program for job security in our contract.

We need exclusive non-discriminatory hiring halls that account for every job. The union needs to control the hiring at companies under contract. Until work is found for an out-of-work member, the union could help counsel the families to deal with the financial hardship. Extended medical benefit plans could be developed along with retraining programs. There are many things that could be done, but we must impress

upon our leadership that this contract offers us the opportunity to start.

Hoffa left us with a grim picture of what's in store for us, but let's not ignore it with our heads buried in the sand. We need to overcome the process of monopolization that is hurting us. Wouldn't it be great to see the day when we can tell an employer who cries poverty to go ahead and close up, because my union will help me find work and my contract gives me preferential hiring at other carriers? Then once again we could work with dignity.

We Need Right to Vote Separately on Our Freight Contract Supplements

Ron Easton
Local 404, CF road steward
Springfield, Mass.

We need the right to vote on contract supplements. Last contract, everybody else in the country voted on our supplement, which contained a mileage rate freeze, even though they didn't have to work under it.

Here in Chicopee we have the only major breakbulk in the New England area, and there is no language in our supplement dealing with the 70-man extra board and time off. Only our work rules address time off, and the company has abused that and canceled the 48 hours off after six trips on the extra board. When we grieve this, our work rules aren't upheld at the panel. We need language to address this in

the New England Supplement.

Any supplemental language should be consistent with language everywhere else, otherwise the language in one area is played against another area, and we lose out. The only way to fight against this is to allow us to vote on our own supplement, because drivers in California don't know what language they're agreeing to in our supplement, and vice versa.

We also need improvements in health and welfare and pensions, especially health and welfare. We're being forced to pay more in deductibles and copayments in this area, and one of our biggest concerns should be getting these benefits restored to a livable level.

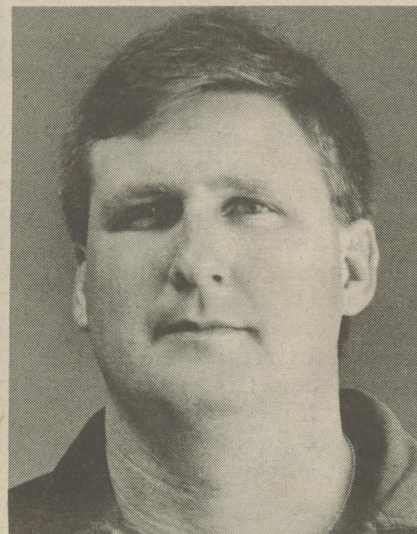
Wisconsin Fore Way Teamsters Petition to End 12% Giveback

Wisconsin employees of Fore Way Express have begun a petition drive demanding that the company's profit-sharing plan be terminated at the end of the current NMFA. The Fore Way Express employees, who approved a 12% wage reduction in the summer of 1988 in exchange for "profit sharing," are distributing the petition at every barn in Wisconsin among Teamsters in locals 43, 75, 200, 563, 622 and 695.

The employees are protesting the extension of the 12% giveback three months into the new freight contract, which is set to expire April 1. When the giveback was voted on in 1988, the

plan was supported by Weldon Mathis and then-National Freight Director Jack Yager. In a letter sent to Fore Way employees urging them to ratify the wage cut, Yager said nothing about the agreement having an expiration date any different from the NMFA. The company issued a plan summary that included an expiration date of June 30, 1991, and Yager never cleared up the discrepancy to the workers.

Once the petition signatures are gathered, they will be sent to R.V. Durham, the current freight director, as well as to all of the locals representing Fore Way employees.



See You in Orlando!

Darryl Connell
Local 200, ABF
Milwaukee

Our Time For Change slate won seven of 10 delegates in Local 200. We're looking forward to representing our local, nominating Ron Carey's slate and working with other reform Teamsters at the IBT Convention to bring our union back to the members. But first we've got the business of the NMFA to deal with. We'll be getting TDU Contract Bulletins out here in Milwaukee to keep members informed. We don't need to take any concessions in this contract, and we must hold the com-

panies to the Master Agreement. Of course, many members in this part of the country will be looking for major pension improvements. Now is the time for Teamsters across the country in every industry and every job classification, from the warehouse to the truck driver, to stand together and be counted.

Milwaukee Local 200

Fore Seasons Drivers Demand NMFA

More than 90% of the more than 100 drivers and owner-operators of Fore Seasons in Wausau, Wis., have signed a petition demanding that they be covered directly by the NMFA. Currently they work under a supplemental addendum to the Central States Area Iron and Steel and Truckload Supplement. Fore Seasons is primarily an LTL hauler in the Midwest, and is a division of Fore Way Express, which is covered by the NMFA.

The drivers are hoping that by coming under the NMFA, they can eliminate substandard wages, get work rules that are enforceable and grieveable, and can get paid for non-driving work time such as loading, unloading, P&D, and dropping and hooking. According to one owner-operator, the Fore Seasons drivers and owner-operators earn more than \$20,000 per year less than drivers covered by the NMFA, but pay the same union dues.

The Fore Seasons agreement is a substandard contract negotiated by IBT locals 200 and 695 "without regard to the employees' wants or considerations," said the driver. "Many of the things we are looking for, the people in the NMFA have been getting for over 20 years."

To protect themselves from the

recent high cost of fuel, the owner-operators are looking for a fuel clause that reimburses them for cost increases. Recent increases have cost owner-operators more than \$5,000 above their current fuel adjustment.

"The Fore Seasons drivers are hoping to negotiate a contract that addresses all of the issues. This cannot be done without the union's help. We also need an elected rank-and-file bargaining committee," said the driver. "We, as brokers and leasers, realize that the union tolerates us, but we would like to become more than just an irritant. They should negotiate fair contracts for all union drivers, including brokers and leasers."

"What you negotiate and agree to has to be enforceable or the agreement is useless. We need to resolve grievances through (negotiating) better dispatch procedures."

The petition is being sent to Local 200 BA Don Wetzel, President Frank Busalacchi and IBT Freight Director R.V. Durham.

"The drivers and owners and leasers are hopeful that someone in the International or on the local level will come forward to negotiate a contract which we can build on, instead of one which we can barely survive on, such as we have now."

Givebacks on Eve of NMFA

continued from page 1

Truck Lines. If it's at all like the main show, we better be ready to act to protect ourselves.

Early in January, the nearly 3,000 Teamsters at Jones and their local unions in the South and Midwest were caught by surprise. On one or two days notice, the corporation called meetings to present a "profit-sharing" (15% wage cut) plan to the membership. Management handed out a booklet explaining Jones' place in the industry. They explained that a 15% wage giveback was needed so Jones could upgrade facilities and equipment to stay competitive.

Although Jones reported a decent 96.5 operating ratio, its troubles lie with management's leveraged buyout of the company from the Sun Carrier Group. The heavy debt burden is making it difficult to obtain capital improvement loans. Jones has had a pretty good relationship with its Teamster employees. When President Elliott Burnside said he needed relief or he would close the doors, the members wanted to believe him, even though management said it would not share the pain.

The union was nowhere to be found. No bulletin from the IBT, no union audit or report on company finances, no union plan, no nothing. The only hint that Jones Teamsters had of the union was R.V. Durham's signature on the 15% deal. Most Teamster members voted for the giveback—71%—but under Article 6, Section 2 of the NMFA Jones needed 75% approval. Notably, members at Atlanta Local 728, St. Louis Local 600, Kansas City Local 41, St. Paul Local 120, Chicago Local 710 and Houston Local 988 rejected the proposal by a majority.

After a bogus attempt by management to have some members "change" their votes, and after more behind-the-scenes dealing, a second proposal calling for a 12% wage deduction to be shared by management passed by 88% systemwide and became effective Feb. 3. Again, the International and Durham were nowhere to be found.

The efforts of some locals to reject the first offer saved members about 48 cents per hour. But the surprise proposal and the disappearance of the union has angered Jones Teamsters.

If this concerns you on the eve of an NMFA proposal, it should. We've given up enough concessions. Without job security in our contract and the sense of a union behind them, what choice did Jones Teamsters have?

But don't just get mad, get smart. Get informed. Distribute *Convoy Dispatch* and TDU Contract Bulletins. TDU has made a demand on the IBT to provide copies of any and all proposed tentative agreements—including all 31 supplements—and will back it up in court if necessary. Attend your union meetings and get involved in the election process reforming our union. And be prepared to send back, if necessary, an NMFA proposal that's inadequate to rebuild the unionized freight industry!

'Johnny, Where Are You?'

Philly Teamsters Fight Union-Busting Leasing Company at Stone Container

Since the late 1970s, Stone Container Corp. has been intent on busting Teamster bargaining units throughout the country. By subcontracting to one scab leasing outfit after another, they have sought to rob their employees of union protection and benefits. In 1985 the battlefront moved to Philadelphia.

In Philly, Stone West was represented by Local 107, where the workers had a reputation of sticking together in the face of constant harassment. Stone East, on the other hand, was represented by Local 470, whose principal officer, Ronald Egan, was known for being a pushover for the company.

When Stone Container approached the union for concessions, it found a willing emissary in Egan. He told his members to submit to the company's demands or find themselves out of a job. Faced with weak leadership, the members of Local 470 reluctantly agreed to the concessions.

At Stone West, however, faced with a determined Local 107 membership, the company found the going much tougher. So when Stone Container's designated union-busting subcontractor advertised in the newspapers for scabs in anticipation of the strike they were provoking, union members, at the urging of Local 107, went down and applied for all the jobs. When the time came to herd the supposed-scabs through the gate, none of the union members would cross the line!

Looking mighty silly, Stone Container's management had to settle with Local 107 and allow them to maintain the wages and benefits owed to them under the NMFA. But Local 470 had, unfortunately, given up the fruits of decades of struggle by following the cowardly Egan.

Five years later Stone Container's new plant manager, Fred Huff, brought in yet another scab subcontractor—Jim LaMarca Services—to break the strength of the union. Huff had previously hired LaMarca to break a strike at Weyerhaeuser, when Huff was in management there. LaMarca moved into Stone East in August 1990 and Stone West in October, and began operating union and non-union operations side-by-side.

In the wacky and mysterious ways of the Teamsters union, Egan was allowed to negotiate a contract for both 107 and 470. And what a contract it was. In one section it says the provisions of the NMFA apply; in another section it says it doesn't. Guess what? Union and company agree—the provisions of the NMFA apply only when it is to the disadvantage of the employees.

To make matters worse, the seniority lists were combined with three senior employees from Local 107 automatically losing two weeks vacation and the rest coming in as new employees. Then Egan slipped five new men on the seniority list with

completely contrived starting dates, ahead of most of the men from Stone West.

Hoping to attain some measure of justice, the members of the original Local 107 bargaining unit took their case to Johnny Morris of Joint Council 53 on one of his Wednesday open house nights. After the ceremonial table-pounding and melodramatic display of indignation, Morris promised to correct this injustice. That is the last they have heard from Johnny Morris. Telephone calls to his office have gone unreturned.

Life hasn't been getting any easier for the former members of Local 107, as LaMarca uses his non-union unit to keep them hungry at the bottom of the union seniority list. And though volume has increased recently, LaMarca has called in another non-union common carrier to haul primary

loads to New York rather than offer them to the union workers.

Nonetheless, the aggrieved members of Local 107, who were forced to transfer into Local 470 against their will, vow to keep on fighting this injustice despite the treachery of Egan and the lack of support from Johnny Morris. They ask: "Johnny, you promised to intervene in this on our behalf."

PLAN NOW!
TDU
RANK & FILE
CONVENTION
October 25-27
St. Louis

Freight Lines

N.Y. Local 707 Members Question Yellow's Proposal.

At a TDU open house outside Yellow's Maybrook facility a couple of big questions came up from Local 707 members regarding Yellow's cut-rate regional carrier proposal: 1. In that area wage cuts would attack some of the largest and strongest unionized regional carriers, especially St. Johnsbury and New Penn, both of which pay full wages and make good profits. 2. Road drivers already see freight run around them and believe the abuse would get worse with a parallel system of regional breakbulks.

Yellow Posts Big Profits and Record Revenues in '90.

The nation's largest freight carriers showed bigger profits in the third quarter of 1990 compared to 1989. Volume increased 4.4% and revenues increased 9.1% by the end of September 1990, according to a report published by the ICC analyzing the financial data of 100 of the largest U.S. carriers. Net profit rose 7.8% and the operating ratio dropped from 95 in the third quarter of 1989 to 94.8 during the same quarter in 1990.

Statistics through the third quarter of 1990 were not as optimistic, with volume and revenue up 3.1% and 7.2%, respectively, and an operating ratio of 95.7 compared to 95 through the third period in 1989. Net profit dropped 12% below the same period in 1989, as did profit margin, to 2.14% from 2.61%.

Yellow Freight posted a spectacular 37% increase in net profit and a record operating revenue of \$2.3 billion in 1990.

Emery Worldwide Gets a Lift.

A poor management decision put Consolidated Freightways' profitability in jeopardy when Larry Scot purchased Emery in a heavily leveraged buyout. Scot is history, but the leverage remains and CF, of course, would like to look at its most productive workers for help—the Teamsters. Well, Emery's getting a lift from Uncle Sam. *Business Week* reported on Feb. 11: "For security reasons (due to the Gulf war), the U.S. Postal Service is diverting most freight packages away from passenger airlines. Many of the parcels will now fly with Emery. Analysts estimate that the Post Office deal could be worth more than \$20 million a month in revenues."

Allentown, Pa., Teamsters Win Election Protest at Preston.

Local 773 Teamsters at Preston's Allentown facility won an election protest against Preston Trucking for its interference in the election process. The company had tried to implement a new policy on general-purpose bulletin boards after election campaign materials began to be posted on them. Campaign materials, as well as other employee-posted materials, had been posted on the boards for years. Election Officer Michael Holland ruled that the past practice shall be allowed to continue. The same rights hold for Teamsters at other companies. If you believe your delegate or IBT election campaign rights are being violated, contact TDU.

ELECTION, LEGAL NEWS

It's Carey vs. 'Uncommitted':

R.V. Durham Jr. Not Sure He'll Back Dad; Jerry Cook Not Sure He'll Back Himself

In the great majority of locals where the delegates are contested, the major slates competing represent two distinct camps. You might expect those to be the Carey camp and the Durham-Mathis camp. You'd be half right.

In almost all contested races there is a Carey camp of reformers pledged to support key reforms of the IBT Constitution and new leadership, the Ron Carey leadership team. Whatever the slate name, they tell you right in their literature they will vote to nominate Carey's slate. And the other slate? They claim to be "uncommitted" and actually deny being committed to Durham-Mathis! They say so, right in their literature.

- In Charlotte Local 71, R.V. Durham Jr. and his slate stated in literature mailed to each member, "We have not aligned ourselves with any International Slate as our opposition has." (R.V., you should have a talk with that boy!) By the way, R.V. Jr. lost the election (see page 1).

- In Georgia Local 528, Jerry Cook isn't even sure he will support himself! His campaign literature for del-

egate was word-for-word identical to R.V. Jr.'s (what a coincidence), claiming to be "uncommitted." Cook is running for International VP on the Durham-Mathis slate, yet claims to be undecided about whether or not to support that slate! Cook, a Mathis-in-law who inherited the local from his dad, did win the delegate race in his local—his "uncommitted" slate took 57%, to 43% for the Carey slate.

These two ridiculous cases are just the tip of the iceberg. A survey of nearly 100 contested races has revealed that in almost every case, the local officials deny they are going to back Durham-Mathis. Instead, they pretend to be uncommitted. Why the lie?

Apparently because they feel that if they admit they are backing the Durham-Mathis slate, which includes a big majority (13 members) of the present General Executive Board, the members will vote against them. So, in a tried-and-true but shameful tradition of Teamster officials, they lie to their own members. They pretend to be neutral, or free-thinkers, or what-

ever. In June, these free-thinkers just by some miraculous coincidence will decide to line up behind the present IBT misleaders, called the Durham-Mathis slate.

Lying to the members sometimes works, as far as keeping the clique in power. Unfortunately, it also weakens our union, breaks down trust, and places the esteem of union leaders somewhat below that of used car salesmen in national opinion polls. This corruption of integrity among our officials has sapped our union strength. But many officials just write that off, so long as they stay in power.

But dirty tricks have a way of backfiring sometimes. In December, on the ballot that each and every Teamster

will get in the first-ever vote for top IBT officers, it will not say "uncommitted" anywhere. That phoney option will be long gone. It will name Durham, Mathis, Cook, Weinmeister and a bunch of other millionaires who have run our union into the ground. And it will have the names of Ron Carey, Tom Sever, Mario Perrucci, Diana Kilmury, Doug Mims and other dynamic new leaders.

All those members who voted for the Carey slates in the delegate races will very likely back the Carey team again. But will all those who voted for the fake "uncommitted" slates back the millionaires?

The future of the Teamsters union depends on that very question.

You Are Invited to Orlando!

Attend the IBT Convention

You are invited to the IBT Convention in Orlando, Fla., June 24-28, to attend and observe the proceedings. It is your union and your convention. Contact your local union for details. If they are unable or unwilling to help you, contact TDU.

This invitation is especially necessary because the February *International Teamster* magazine "forgot" to invite you. It states, "There will be a number of guests—national and international—representing a cross section of labor, business and government." In 1986, these guests included several union-busting employers, who were seen sporting "Presser-Mathis" pins. This time they may be back, but their pins will say "Durham-Mathis" instead. Many rank and file members attended in 1986, to educate and prepare themselves for the Right to Vote.

Since they (the Durham-Mathis slate in control) "forgot" to include Teamster members, who own and pay for this convention, we thought it important to remind you—you are invited!

Nashville Local 480

'Retired' Watson on Ballot

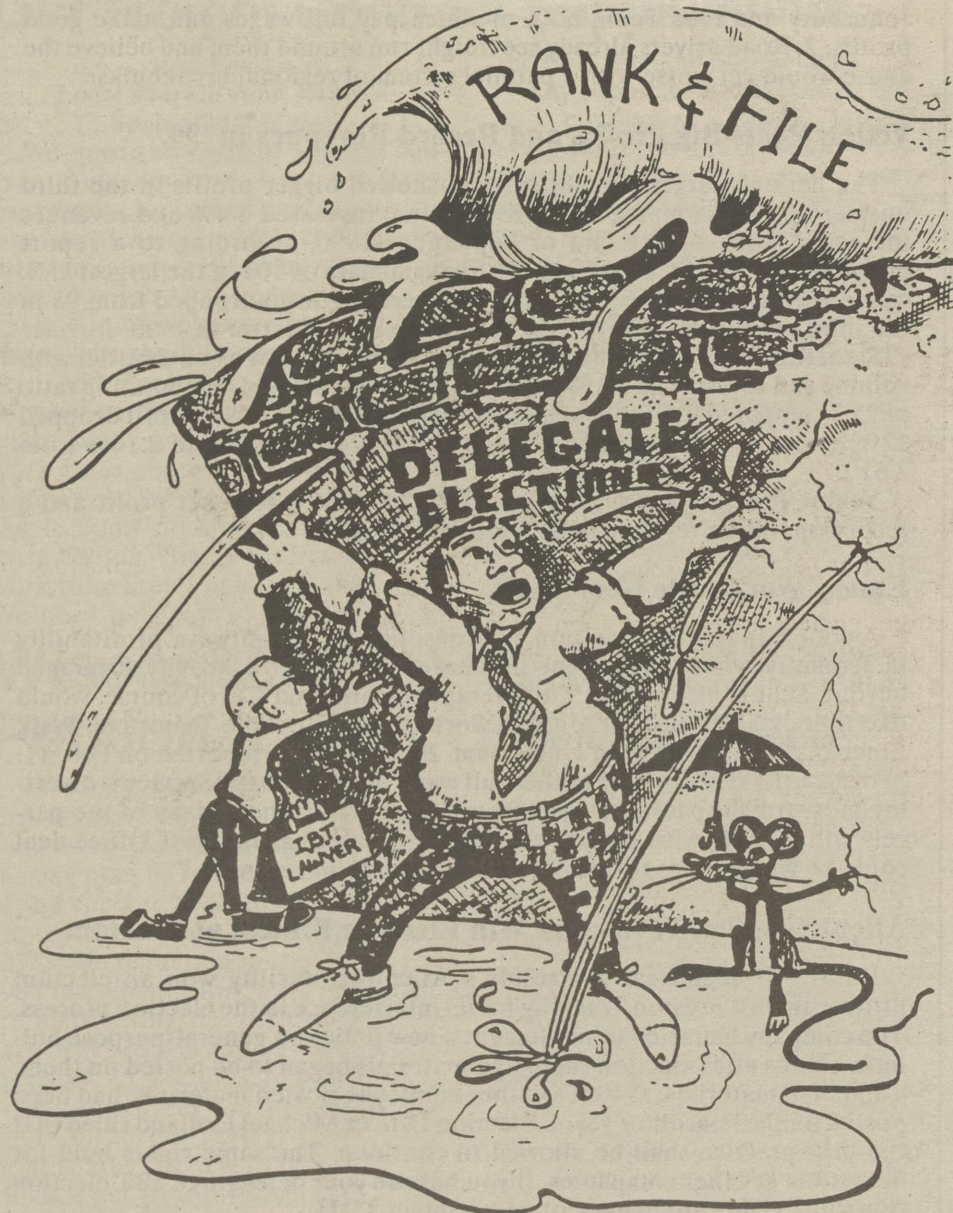
The Teamsters for Ron Carey slate of Nashville Local 480 is running hard to win the second round of voting in their local's drawn-out delegate election. The initial ballots, which were mailed to the membership in early January, were voided as a result of conflicting rulings by court-appointed officers Michael Holland and Frederick Lacey. Local 480 President Luther Watson was first ruled ineligible to run for delegate, and then had his eligibility reinstated after the ballots were already mailed.

The eligibility dispute centered around whether Watson is violating the IBT Constitution by drawing one of his four pensions while remaining in office. Watson has already collected more than \$800,000 from one of his four (4) pension plans, while continuing to draw his six-figure salary as well. The rank and file candidates supporting Ron Carey filed a protest with Election Officer Michael Holland, who agreed with them and ruled Watson off the ballot. Watson's first appeal to Judge Lacey also failed to get

him reinstated. In the end, however, IBT attorneys came to Watson's aid and got the decision overturned. As a result, Watson is allowed to do what no rank and file Teamster can: work, collect his enormous pension, and run for delegate all at the same time!

Watson will soon face the ultimate ruling: a secret ballot vote of the rank and file. Many rank and file members of Local 480 believe, even though the ballots were not counted, that Watson's slate lost the first delegate election by a wide margin. And reports from several Local 480 worksites indicate that many workers are even more fed up now with the double standard that allows Teamster officials to live by one set of rules, and rank and file workers by another.

The candidates of the Teamsters for Ron Carey slate are counting on that sentiment to carry them to a victory and on to the IBT Convention in June. A movement is growing in Nashville that is educating the membership and building new leadership for the future of the union.



Shoring up support for Luther Watson.

Durham-Mathis Move to Kick Out McCarthy

IBT Secretary-Treasurer Weldon Mathis on Feb. 7 sent a letter to President William McCarthy and to all members of the IBT General Executive Board calling for a special meeting of the GEB to investigate charges against McCarthy. The GEB would set up a three-person panel to investigate charges raised by Judge Lacey in his report to the court on the Windsor Graphics matter.

Clearly, Mathis and the majority clique on the GEB have decided it is time for McCarthy to go. Although McCarthy set up and endorsed the Durham-Mathis slate, they are trying to appear as "reformers" and find it politically embarrassing to be tied to him. McCarthy replied to Mathis on Feb. 8, saying he intended to stay on and claiming he will finish his term, which will end in January 1992.

Son-in-Law's Printing Contract

Mathis' charges center on the Jan. 30 report of Judge Lacey in which he concludes that McCarthy committed a racketeering act to "extort the members' rights," by steering a \$3.6 million dollar a year contract to his daughter and son-in-law to print the Teamster magazine.

Lacey has referred the matter to the Justice Department for consideration, and has vetoed the use of Windsor Graphics beyond April 10. He has a voluntary agreement from the International to set up a sealed bid procedure for the future printing contract.

The Windsor Graphics company was set up just before getting the big Teamster contract. It operates out of the home of Thomas and Rosemary Treacy, McCarthy's daughter and son-in-law. Mr. Treacy's prior experience in the field was as a salesman, a position from which he was discharged. The company had no printing equipment whatsoever and no credit, so the IBT had to guarantee paper suppliers against the IBT treasury.

Lacey's report concludes that the bids were juggled to award the bid to McCarthy's family, in March 1989.

Mathis and Durham had no problem with this deal for nearly two years, until they decided it was time to distance themselves from McCarthy. The deal was made public right from the start, yet neither of them moved to conduct any investigation. Now it seems they are done using McCarthy so they want to discard him or distance themselves from him, because he's a political liability.

Board Members File RICO Suit Against McCarthy

Meanwhile, another clique on the GEB has filed suit, complaining that McCarthy, Durham and Mathis have fired them from their appointed posts. Walter Shea, Dan Ligurotis, and Joe "T" Trerotola filed suit in January. Shea had been fired as McCarthy's administrative assistant, Ligurotis as Central Conference director, and Joe T as Eastern Conference director.



"BORN AGAIN REFORMERS"

• WELDON MATHIS ~ R.V. DURHAM •

Price of 'New Directions': Durham-Mathis Slate Paid \$4 Million

The Teamster establishment, including 13 present IBT officers, call their slate in the first-ever rank and file vote for IBT top officers, the Durham-Mathis Unity Team. Their slogan is "New Directions" for the IBT; of course, if they want any "new" directions, they can put them into effect today, because they are in charge of the union!

They avoid mentioning anything in their "New Directions" literature about their salaries, pensions or relatives on the payroll. But a study reveals the following information.

- The 18 members of the Durham-Mathis slate received \$3,763,397 in 1989 in salaries, allowances and expense accounts. This does not include several salaries paid to Canadian officers on the slate, where LM-2 financial reports are not available. Arnie Weinmeister tops the pack, with \$648,013 paid to him from our dues in

1989. They all have gotten raises since 1989, so the current total is well over \$4 million per year!

- In 1989 the International paid more than \$2 million in personal legal fees for General Executive Board members and cronies. For instance, convicted racketeer Harold Friedman was paid \$345,132 for his legal fees by the IBT. Weldon "New Directions" Mathis signed all these checks as secretary-treasurer. R.V. "New Directions" Durham approved each one, as a trustee.

- The Durham-Mathis slate receives a total of 53 salaries, for just 18 persons.

- In addition to all this wealth paid to them, they have at least 63 pensions, all paid from members' dues.

- At least 10 of their relatives are on the payroll of the IBT or affiliates. Weldon Mathis leads the pack with "My Three Sons," all working for the

IBT after being defeated by the members in Georgia. One is an "auditor," although he is not an accountant. This does not include jobs they get for their kids in management; for example, when Dan Darrow was the parcel division director and negotiating the national UPS contract for our members, he got his son a job in UPS management.

Even within the slate, it's "All in the Family": Jerry Cook is a Mathis in-law and Ben Leal a Weinmeister in-law.

- In addition, they have access to luxury jet planes for themselves and their friends, free cars, a free house for Mathis, and more.

Could these documented facts explain their motivation to continue in power by any means they can, including lying to the members, playing dirty tricks, spreading slander sheets and pretending to be reformers? You be the judge of that.

Reformers Score Coast-to-Coast Wins

By early February results are starting to come in from various delegate elections being held in all Teamster local unions, and reformers are showing surprising strength in the early voting results. In virtually all cases where reformers have won, they have declared their support for the Ron Carey Slate, so the Carey slate will have the strength necessary to get nominated at the June 24-28 IBT Convention.

In Charlotte, N.C., Local 71, the Rank and File Teamsters for Reform slate swept the four delegates and one alternate spot, easily defeating President Conrad Sides and R.V. Durham Jr., the son of the McCarthy-backed candidate for Teamster president (see page 1). In Sacramento Local 150, the Carey delegates swept all eight spots and the two alternates. Milwaukee Local 200 elected seven (of 10) delegates from the Time for a Change slate. Also in Milwaukee Local 344, the New Day Slate elected two (of five) and one alternate.

Delegate Races

In Miami Local 769 the Florida Teamsters for Ron Carey slate swept all eight delegates and two alternates. Local 769 is the home base of Joe Morgan Jr. Deep in the heart of Texas, the Teamsters for Carey slate swept the three delegates and one alternate in San Antonio Local 657, and the Teamsters for our Future Straight from the Ranks slate took two of four delegates and the alternate right in Orlando Local 385, the home of the IBT Convention and the home local of Larry Parker, the new director of the Southern Conference.

Reform forces have done surprisingly well outside the trucking-based locals. Local 769, mentioned above, is a 7,000-member general local, the third largest in the South, and includes more than 2,000 Pan Am workers. The Ron Carey slate swept six delegates and two alternates in Minneapolis Local 1145, which covers the Honeywell and Alliant plants and is the largest purely industrial local in the IBT.

Many victories have come in

"general" locals that include all Teamsters in the area. Kalamazoo, Mich., Local 7 is sending all five delegates from the Ron Carey Rank and File slate. Allentown, Pa., Local 773 is also sending five reformers, from the Working Teamsters slate. Hartford, Conn., Local 559 elected three Carey delegates, as did Jeanette, Pa., Local 30, whose president, Tom Sever, is running for IBT Secretary-Treasurer with Ron Carey.

Other locals that have elected one or more reform delegates for Ron Carey include Watsonville, Calif., Local 912; Detroit Local 243; Richmond, Va., Local 322; Olympia, Wash., Local 378; Boston Local 504; New York Local 805; Saginaw, Mich., Local 486; Canton, Ohio, Local 92; Kansas City Local 41; La Salle, Ill., Local 722; Fresno, Calif., Local 431; Spokane, Wash., Local 582; San Francisco Local 921; Cedar Rapids and Dubuque, Iowa, locals 238 and 421.

As expected, the eight delegates in New York Local 804 went to the Ron Carey Slate. Carey is the local president.

This is not a complete listing of early results, but includes those results that have come into our office and been confirmed. Most locals have not yet tallied their results, and will be reported later.

R.I. Local 251

'Teamsters for A Change'

Kevin Keighley
Local 251, Red Star Express
New Bedford, Mass.

Teamsters for a Change, the reform slate in Providence, R.I., Local 251, nominated 10 candidates for delegates and alternates in January from freight, warehouse, UPS, grocery, construction, chemical and beer. Our platform includes working to protect the Right to Vote; reducing the excessive salaries and multiple pensions of IBT officers; improving the rank and file's pensions, and redirecting our union's assets to organizing, strike benefits and educating our members.



The RAFT Slate won two delegates and an alternate in Detroit Local 243. Pictured: Mary Knox and TDuers Gerald Gallagher (l.) and Gary Clark.



The Ron Carey Slate won six delegates and three alternates in Minneapolis Local 1145. Pictured (l. to r.): Gene Stoops, Lowell Hillbrand, Loren Soice, Joe Witzmann, TDuer Gillian Furst, Laurie Craig, TDuer Doug McGilp, campaign manager Julie Meyer, and John Veldey. Not pictured: Sena Smith.

Carey Speaks to Members at Union Hall

Aaron Belk
Local 667, Jones Truck Lines
Memphis

The Local 667 membership in Memphis voted to instruct officers to invite IBT presidential candidates to their Feb. 10 local union meeting. The local officers invited all announced candidates. Only Ron Carey and Lou Riga accepted the invitation and came to Memphis to speak to Southern Teamsters.

The other three announced candidates (Genoese, Shea and Durham) apparently had measured Carey's strength in Memphis and excused themselves from the forum. Durham, according to a local newspaper, has accepted an invitation to speak to Memphis Teamsters on March 16.

Riga opened his speech with a story about how he had been to Graceland, Memphis' top attraction. He went on to say that he was a great fan of Elvis Presley. Riga said that while visiting Graceland he had locked his keys and his briefcase containing the notes for his speech in his car. He mentioned this so many times that many Local 667 members will long remember him for the unfortunate incident.

Ron Carey didn't come to Memphis to tour the city. He came to visit and speak with Memphis-area Teamsters. He was well prepared and his supporters were on hand well before the start of the meeting handing out Carey literature and buttons. Carey received roars of applause when he spoke of the corruption, excessive multiple pensions and multiple salaries that need to be cleaned up and eliminated from our union.

Carey said he wondered how union organizers could organize anyone with the reputation and excessive salaries of the current leaders. Memphis Teamsters exploded with applause when Carey answered how much salary he received for running New York Local 804—\$45,000. Local 667 members also applauded Carey and Local 804 officers and business agents who start their work day at local worksites visiting members and

listening to their concerns.

Carey held up smut material that officers had distributed to Local 667 stewards. He called those who distributed this type of untrue and unsigned material gutless, and he got more applause for his appraisal.

Memphis Local 667

Carey answered questions concerning pension fund benefits in his local. He told how he had handled corruption in Local 804 by getting rid of the corrupt official, and compared his record to International officers who have not expelled anyone for corruption, but have hired known corrupt officials.

Several of the local's most active members from Roadway, Yellow, CF, UPS and Jones presented large donations to the Carey campaign, and several hundred dollars more were collected from members outside the local union doors before the meeting.

Teamsters from the four other Memphis locals (2757, 1196, 984 and 119), as well as Teamsters from other locals in Arkansas, Mississippi, Tennessee, Missouri and Louisiana were not allowed into the union hall by Local 667 officials. These Teamsters waited outside and were glad that Carey met with them in the parking lot to visit and answer their questions after the indoor event ended. Yes, Ron Carey is for real.

Carey's campaign has brought a level of unity to Memphis that has not been experienced by Local 667 members before. The Ron Carey Slate in our local represents a strong coalition of members who realize we need Carey's leadership so we can move our local union forward in the 1990s.

Ballots were mailed the week after Carey's visit and the incumbent slate of Jimmy Carrington and Bill Owens responded with more slander sheets and mailings to members containing misleading information and preposterous lies. Such tactics are not very effective, as they have "desperation" written all over them.

Reform Movement Grows in South Florida

Carey Slate Sweeps Delegates in Local 769

Article submitted by a member of Miami Local 769 and supporter of the Florida Teamsters for Ron Carey slate.

Spring cleaning came early in south Florida Local 769. In late 1990, members of our local nominated a slate of delegates to represent us at the Orlando IBT Convention, "The Florida Teamsters for Ron Carey Slate." Our slate was headed by Jack Barmon and included eight delegate and two alternate candidates. We were running against a slate put together by our entrenched local officers. From the beginning we felt apprehension along with determination.

In October 1990 our local officers election was won by the incumbents, who had been in their positions for the past 28 years without challenge. President Tony Cannestro runs our local union like a family business, taking home six-figure incomes, feathering his nest with multiple pensions, and appointing family and friends to local positions. Manipulative election rules imposed by the incumbents and outright harassment of voters characterized the local election. The Department of Labor is now investigating and hopefully will call for a new election.

Despite our defeat in the officers' race, we felt strongly that a slate of delegates committed to reform should be presented to the members. Much work had to be done quickly. Meetings were held, plans made and phone calls went out to key people in various workplaces. Perhaps the most significant contribution came when Barmon was able to detail the problems we had faced in the last election to the Election Officer. We were able to secure a mail ballot and we won various protests that put us in a position to trust in a fair election and a level play-

ing field. The emphasis of our campaign was placed on getting the message of who we were and what we represented as supporters of Ron Carey to the members of our local.

In the final weeks of our campaign we had to be persistent and convince the rank and file that every member could cast the deciding vote in our favor. The final weeks also brought out the worst of the entrenched opposition leaders and their supporters. The smear sheet against Ron Carey was anonymously distributed at UPS facilities. And after a local union meeting two of our slate members found a dead rat with a noose around its neck on their car's windshield.

Despite these incidents, we began to feel more confident that we had gotten the word out and that our campaign could be successful. We were encouraged by the announcement in the January *International Teamster* that three of our Local 769 officers were charged by the court-appointed administrator with embezzlement of pension funds. (The charges were later dropped, at least temporarily, due to legal technicalities.)

Then came the final long wait on Feb. 1, when the counting of ballots began at noon. In the end, our whole slate won by about 100 votes. It was a clean sweep for our campaign and, most importantly, for Ron Carey. We are much indebted to the hard work of each supporter of our campaign. We also thank TDU, the Ron Carey campaign staff and the dedicated individuals around the country who took a personal interest in our campaign. We encourage those of you still campaigning around the country to continue your efforts. Onward to Orlando, and to a Ron Carey victory in December!



William Genoese launches his campaign for IBT General President. ... Wait, Bill. Where's your slate!

Airline Director Genoese Announces Candidacy for IBT President

In early February, William Genoese announced his candidacy for president of the Teamsters. He joins Ron Carey, R.V. Durham, Walter Shea and Lou Riga in the field.

Genoese is an "Old Guard" style Teamster official from New York City. He and his son run Local 732 and he heads the airline division, but expects to be fired from that post soon by President William McCarthy.

The airline division recently suffered a serious loss for our union when the USAir ramp workers decertified

the Teamsters union. The airline-wide vote was scheduled after Piedmont merged into USAir. The only two remaining large Teamster airline units are the flight attendants at Northwest and the clerks at Pan Am.

Pro-Carey delegates swept the eight delegate spots in Miami Local 769 (see this page), which includes the big Pan Am hub there. Pro-Carey delegates are also competing in Locals 2757 and 2747, which include the big Northwest hubs in Detroit, Memphis and Minneapolis.

Campaigning on Employer's Property

The AUD Teamster Fair Election Project reports that a number of election protests have been filed regarding the right to campaign on employer parking lots and entrance areas. The employers include UPS, Yellow Freight, Preston Trucking, Heublein (Smirnoff Vodka), and others. The results vary with the circumstances, but generally the Election Officer has ruled to allow access to campaign to reach the Teamster employees. The Election Officer has recognized that to provide a fair election, he must take action regarding employers.

Election Rules

This means a member of a local not employed at an employer does have the right to go on the property if that's the only practical way to talk to and leaflet employees as they come and go. This is an important right for Teamsters campaigning for either delegate candidates or candidates for

IBT office.

Employers often balk at first, but a call from the Election Officer has sometimes settled cases promptly. For example, a Teamster employed by Ryder Systems' CCI carhaul division in Jacksonville, Fla., recently forced Ryder to recognize his right to put a campaign poster on his truck at work and have access to campaigning in the employee parking lot and on general-purpose bulletin boards.

When employers have overly restricted their own employees—such as Yellow Freight telling an employee he must leave the property promptly after work and cannot stay around to campaign—the Election Officer has taken corrective action.

Teamster Magazine 'Battle Pages' Printed

The February *International Teamster* magazine contains several pages allotted to candidates for IBT office. The Ron Carey Slate is the only can-

didate or slate to qualify on a union-wide scale, as a result of being accredited by a unionwide petition of some 50,000 Teamsters. The Carey group of five candidates in the magazine includes four candidates for IBT-wide office, and also Doug Mims who is running for International VP for the Southern Conference.

Also in the magazine are five additional candidates for regional VP, who became accredited by petitioning in their respective conferences. A much smaller number of Teamsters was required, proportional to the region.

The magazine space to candidates is provided for in the Election Rules. The IBT leadership, which is almost identical to the Durham-Mathis slate, fought this rule vigorously. Part of the \$9 million in dues money they spent to stifle the election went against this rule.

The September, October and November Teamster magazines will all have space again allotted to all

nominated candidates and slates, just prior to the December IBT officers election.

In that election, each Teamster, depending on the conference, will get to vote for eight, nine or 10 positions. Every Teamster will be able to vote on General President, General Secretary-Treasurer and five International at-large VPs. And every Teamster will vote for International VPs from their own conference region: one from Canada, two each from the West and South, three each from the Central and East.

Useful Phone Numbers Regarding Election Rules

TDU (313) 842-2600
AUD Teamster Fair Election Project (718) 855-6650
Office of the Election Officer (800) 828-6496

UNITED PARCEL SERVICE

Take Lunch, Don't Work Off-Clock

Education the Cure for Intimidation at UPS

James Powell
Local 688, UPS steward
St. Louis

We all have an obligation to perform our jobs as expediently and efficiently as is humanly possible: a fair day's work for a fair day's pay. I think a reasonable amount of common sense will tell us what expectations are fair and which are unfair. It is your obligation as a driver to learn your contractual rights so you can perform your job safely and properly, while making quality work a priority, too.

There are things on this job that you don't have to do and should not do. The first that comes to mind is giving up your lunch. Many of us do, out of fear and intimidation. Why? Management takes one hour's pay from your daily gross on the job, so take a full hour's lunch. Below is an estimate of how much money you are giving to UPS by not taking a full lunch break. Can you and your family afford it?

	Cost of Skipping Lunch		
	a day	a week	a year
5 min.	\$2.07	\$10.35	\$538.20
15 min.	4.14	20.70	1,076.40
30 min.	8.27	41.35	2,150.20
45 min.	12.41	62.05	3,226.60
60 min.	16.54	82.70	4,300.40
Calculated at \$16.54 per hour.			

Working Off Clock Violates Contract

You do not have to work off-the-clock. New language on "Paid For Time" in Article 17 of the master agreement states: "The Employer will not allow employees to work prior to their start time without appropriate compensation." Don't do it! If you are working prior to your start time, you are:

1. Giving up needed sleep or family time.
2. Violating contract seniority rights.
3. Doing your preloader's job.

You should also know that if you are hurt while working off-the-clock your employer may not be obligated to pay you under workers compensation, and there is a big difference between workers comp and disability pay.

You do not have to do any of your paperwork off-the-clock. Article 19, Section 1 of the Central Conference Supplement, for example, states: "Any reports that are required by the Company and must be filled out by the employee shall be done while on the clock."

So if you've been told or instructed to fill out required paperwork before your start or after you've punched out, this information was incorrect and in violation of the contract.

UPS management has always professed that safety comes first, and

they are right. If you choose to run or jog to and from your deliveries you are an on-the-job injury waiting to happen. Think about who will be the loser. If you allow the pressures to run scratch to cause you to handle your vehicle irresponsibly and a mishap occurs, you will be responsible and you and anyone else involved in an accident will suffer.

Think about these things, get educated, keep your head on straight, and keep your priorities in order. You and our union will be the better for it. Don't be a victim of intimidation tactics and allow the company to diminish our working conditions.

Editor's Note: Working off-the-clock is a long-standing problem at UPS. Some members believe they are getting a jump on the day or keeping management off their backs by doing it. Brother Powell shows how we can work to educate such brothers and sisters that working off-the-clock is not in their self-interest.

Especially with the new contract language, members and stewards can work together in their centers to file grievances for backpay on time worked off-the-clock. A group grievance or two demanding payment may go a long way toward forcing management to stop this volunteer time. At a time when some members face at least temporary layoffs, this is a job security issue as well. Solidarity is the best policy—and it never conflicts with a union member's "Service Commitment."

Project Unity

The UPS Teamsters of Project Unity (see *Convoy Dispatch* #102) have compiled the unofficial 1991-94 Southern Conference Supplement. The Southern supplement is a new addition to the already completed unofficial Master Agreement and the Central Conference Supplement.

The documents contain the new language provided with our ballots last July. New contract language is italicized for easy identification, and several tables of contents are provided for easy cross-referencing, making it a valuable resource even after the union prints our official contract books. The unofficial book sure beats referring back and forth from balloting materials to the old contract!

The Master Agreement with the Central or Southern Conference Supplement is available in a three-ring binder for a \$25 donation. Copies of the Master Agreement only, without the binder, are available for \$10.

The project yet must compile other major supplements. To order, send your request and a check to Project Unity c/o TDU, P.O. Box 10128, Detroit, Mich. 48210, or call (313) 842-2600.

UPS & Downs

Family Feuds and Our Contract.

IBT Vice President Jack Cox of Los Angeles has been widely publicizing a series of critical letters he's sent to President William McCarthy calling for his resignation. In a Jan. 19 letter, Cox accuses McCarthy "of placing your own political image above the economic welfare of the thousands of Teamsters employed by United Parcel Service. You said, in the presence of numerous witnesses, that you simply did not care one way or another whether the United Parcel Service unit accepted the offer or went on strike because, and I quote you, 'we are in the best political position we could be in.'"

Optional Week in Question in Western Conference.

Grievances filed on exercising the option to combine the birthday, anniversary date, and three floating holidays into an optional week of vacation were heard in January at the JC 2, 28 and 37 Grievance Committee. A BA reported: "The committee retains jurisdiction until it can determine from the Union and the Company negotiators what the intent was when this proposal was developed and agreed to. The company is trying to say that in order to 'roll up' your holidays for an optional week of vacation, you would have to skip all five holidays in calendar year 1991 in order to bid them as a week's vacation in 1992."

Look for Full-Time Combinations in 'Air Operation.'

Using contract language and friendly negotiations with the division manager, we got UPS to agree to create a full-time combination job under the "Air Operation." Both Sections 1 and 2 of Article 40 state that the employer will reschedule work where practical in order to make more full-time combination jobs. In the Springfield, Mass., center, UPS was able to combine a morning tractor wash with the afternoon air express route. We hope other stewards around the country are investigating the current jobs in their hubs or centers with the aim of creating more full-time jobs.

—Jerry Gaimari, steward, Springfield, Mass., Local 404

The CURE for KORE Week Blues.

On Friday night, Feb. 1, a "CURE" meeting was held in Elmsford, N.Y., for educating and promoting unionism to our membership. It countered the big KORE attack management pulled during the week. Participating in this meeting were Local 804 President Ron Carey and other members of the executive board. While Ron has attended these meetings several times previously, he took the time to attend this one even though he had campaign plans scheduled for the next day and the meeting was 40 miles from the union hall. This is the kind of leadership and dedication we are proud of in Local 804. In less than one year every one of us will share this same pride in our new IBT president, Ron Carey.

—Jim Reynolds, steward, New York Local 804

New Residential Rates Put UPS Commitment in Doubt.

UPS tells us during KORE week how much it cares for its customers, and how we're all members of a greater UPS service team. Well, we've been experiencing some layoffs in northern Virginia, so the 16.7% residential rate increase was discouraging news. UPS is coming out of the closet and showing that their commitment to "service" is a sham. They don't want residential customers, except at exorbitant rates. The big money is in the air operation where labor is cheap and the profit-margin is high. Residential is labor-intensive delivery and at full union scale.

—J. Anthony Smith, steward, Washington, D.C., Local 639

Conveyor-System Safety.

I spoke with two conveyor repairmen and asked about the noise level of the belt-start warning horns, if it was injurious and if the repairmen measured it for safe decibel levels. Neither knew about that but they did say UPS has disregarded safety almost as a matter of policy in some areas. They based this on bringing up to UPS managers industry safety standards and being told UPS does things its own way. Their example was belt drive guards, which UPS had begun using only recently. They further stated that in the multibelt system, both belts should go down whenever a single switch is hit. Apparently in our center, one belt will continue to run until another switch is hit. UPSers in other areas may want to check on the safety of their conveyor systems and whether UPS is in compliance with OSHA standards.

—Submitted by a member of Wisconsin Local 344

GROCERY, BREWERY NEWS

N.J. Local 843 Builds Solidarity Among Anheuser-Busch Teamsters

Bargaining Reopens After Members Reject Contract

With the contract set to expire on Feb. 28, national negotiations were scheduled to resume Feb. 20-21 between the Teamsters and Anheuser-Busch. Teamsters rejected a first proposal on Jan. 11 (see *Convoy Dispatch* #102).

The highly profitable company is stonewalling local negotiators in an attempt to deadlock supplemental issues to the National Deadlock Committee. There, the giant brewer is expected to continue its mean-spirited insistence on takeaways.

Anheuser-Busch sold a record 86.5 million barrels of beer in 1990, up 7.2% from 1989, and held 43.7% of the U.S. market share. Profits were \$842 million, or \$2.96 per share, up from \$767 million, or \$2.68 per share in 1989. The company openly boasts that it expects profits of at least \$3.20 per share in 1991, and intends to eventually grab 50% of the market.

The rejected proposal included a wage and benefit package that failed to keep pace with inflation and health costs, and unacceptable drug-testing provisions. The proposal would have allowed only 50 of 9,000 union workers to transfer to the soon-to-open Cartersville, Ga., facility. Newark, N.J., Local 843 President Gene Giacombo noted other conces-

sions proposed in the Newark local agreement, including on H&W, virtual unlimited use of temps, permissive use of foremen doing bargaining unit work, quotas, forced overtime, and a separate seniority list for drivers.

Local 843 led the rejection move. Several local activists and Giacombo traveled to every Anheuser-Busch brewery in the country with informational signs and a flyer pointing out the proposal's shortcomings. Management physically obstructed the leafleters, and illegally photographed employees who took the leaflets. The NLRB has since upheld the right of Local 843 to go into all the breweries to discuss and inform other Teamsters of proposed contract provisions.

Since the contract was rejected, the IBT Brewery Conference passed a motion to prevent Giacombo from distributing the minutes of the negotiations so as not to "hamper negotiations." The conference appears directionless and more intent on freezing the locals and their memberships out of negotiations than on establishing a clear set of bargaining priorities. At the onset of negotiations the conference had passed a motion to settle all supplements first before accepting any national proposals. Conference head David Laughton, secretary-

treasurer of New Hampshire Local 633, has ignored that motion.

During the first contract vote, with the exception of Newark, most local leaders failed to get details of the agreement into the hands of their membership in advance of the actual balloting materials. Yet they had no problem recommending "yes" votes to their members.

However, some odd discussion took place after the rejection vote. These same leaders, while loudly and vociferously denouncing Giacombo for coming into their jurisdictions and "interfering," have begun to beat their breasts and express dismay at the contract's faults. Laughton even had the

temerity to say that the newspapers had it all wrong in reporting that he heartily recommended the agreement.

The other half of the discussion was a universal denial that actions by Local 843 had any effect on the rejection vote. Referring to the newfound criticisms of the first agreement by some local leaders, Giacombo told a New Jersey TDU meeting on Feb. 2, "The tree was apparently easier to measure once it was on the ground."

Wary of another sell-out proposal and armed with the NLRB decision, Local 843 is planning to dispatch teams of members to every brewery again to reach the rank and file, should that become necessary.

White Rose Teamsters Strike Against Givebacks

More than 500 warehouse workers and drivers at White Rose Foods, a New York grocery wholesaler, went on strike on Feb. 1 over management demands for major concessions in their union contract. The bargaining



committee of Local 138 met with company negotiators up to the last minute, until 4 a.m., in an attempt to reach an agreement. Negotiations broke down over the company's insistence on concessions, and

the union held a strike vote with White Rose employees at 6 a.m. that morning. Workers voted 407 to 2 in favor of a strike.

Among management's concessionary demands are a wage freeze for the next three years; reduced sick days and holidays; reduced vacation time; and medical co-payments by union members to maintain their healthcare coverage. Management is also demanding a freeze in the level of company contributions to the union pension plan.

A flyer distributed by striking workers points out that White Rose is not a small "Mom and Pop" grocery wholesaler. It is a highly profitable subsidiary of a major national corporation, the DiGiorgio Corp. DiGiorgio was recently taken over by corporate raider Arthur Goldberg, who wants to slash costs with no regard for the lives and well being of 500 union employees and their families.

The union has started a campaign of leafletting in front of grocery stores that purchase from White Rose. Pickets were set up in Farmingdale, Long Island, previously White Rose's sole facility, and at its new location in Port

Elizabeth, N.J.

The first day of the strike, more than 300 strikers picketed in front of the Long Island facility. When the company sent out four trucks driven by scabs, one of the scabs turned his truck into the crowd. The strikers reacted in anger. As a result, all four trucks had to be towed back to the plant.

White Rose obtained a temporary court injunction against the union, limiting the number of pickets to 10 per gate and 25 total. The few trucks now operating from the Farmingdale facility are being escorted by police cruisers. Before the strike, more than 100 trucks a day operated out of Farmingdale.

New York Local 138

Goldberg started building another warehouse in New Jersey more than eight months before the strike so he could transfer operations if the union did not accept his demands. The warehouse began operating just prior to the end of the contract. Goldberg is telling the union that his New Jersey warehouse is none of its concern, and he has hired none of the Local 138 workers to work at the new location. His intent is to transfer his Long Island operations, which have been established there for more than 30 years, to New Jersey so he can hire a new workforce, eliminate past practice and establish substandard conditions. He is handling the same products and delivering to the same stores as he did from Long Island.

TDUer Mike Ruscigno, recording secretary and BA at Local 138, said, "These corporations keep asking workers for concessions, and yet when they get these concessions, you still do not see a decrease in the price of the product. The workers at White Rose are determined to protect the wages and benefits which were won by their union brothers and sisters before them."

Federal Magistrate Rules on Central States

Suit to Boost Pensions At UPS Moves Forward

Federal Magistrate Ronald Guzman on Feb. 8 issued a long-awaited decision regarding an important lawsuit filed by four UPS Teamsters against the Central States Pension Fund trustees, IBT officials and UPS. The suit, if eventually successful, will boost pensions for tens of thousands of UPS Teamsters throughout the Midwest and South.

The suit charges that the IBT and the employer cut a secret deal to reduce pension contributions by \$4 a week during the 1985-88 contract, and that ripoff continues to this day. Implicated in the suit are top IBT officials on the Durham-Mathis slate, including Jerry Cook, Robert Sansone and Dan Darrow. These three individuals who secretly cut the members' pensions are themselves covered by 10 pensions total (four, three and three, respectively), all paid by the members' dues.

The magistrate found that "the contract required UPS to make pension contributions on behalf of the plaintiffs and their beneficiaries in the same manner and amount as increased and allocated under the terms and conditions of the NMFA in 1985 and 1986. By subsequent agreement between UPS and (Dan Darrow), UPS ended up paying approximately \$4 per

week less in pension contributions per member than the amount called for by the new NMFA contract. This was never presented to the members for vote or ratification."

The deal was cut by then-IBT chief UPS negotiator Darrow and approved by the Central States trustees, union and management alike. It has saved UPS an estimated \$30 million since that time, taken from the pensions of UPS employees—approximately \$1,000 per individual Teamster affected.

TDU attorney Robert Handelman of Columbus called it "an excellent decision," but stressed that the ruling only lets the case move forward toward a trial. The top union and corporate officials had tried to squash the case on several grounds, and the magistrate totally ruled against that effort. It could be another long wait before the case is finally settled.

Plaintiffs in the case are four TDU members, on behalf of all the affected Teamsters in the pension ripoff. They are Dan Campbell of Michigan Local 486 and recently elected a delegate to the 1991 IBT Convention; Tim Weaver, the vice president of Mansfield, Ohio, Local 40; and Michael Savvoir and Gary Lewis of Kansas City Local 41.

CARHAUL NEWS

QAT In—20-Year Drivers Out

Union Must Stop Double Breasting in '91 Contract

The week of Feb. 11, men who for 20 years had made Complete Auto Transit a premier and profitable transporter of cars and trucks hauled their last loads out of the railhead that had operated alongside the now-closed Lakewood assembly plant in Atlanta. Then they cleaned out their trucks.

Recessions are very hard. Yet this hardness came not from recession, but from the faulty calculators in the brains of management at Ryder Systems. Ryder for many years has owned, and may yet ruin, CAT and the rest of Ryder's most profitable segment, the Automobile Carrier Division.

Down the road in Lawrenceville, Ryder has a new railhead. They haul GM and some Mazdas. It replaces the Lakewood railhead, which on Dec. 1 had 153 drivers and now has been reduced to 15. Lawrenceville is operated by Quality Auto Transport and Ryder will undoubtedly offer jobs to a few CAT drivers. But they'll be hired by a driver-leasing firm out of Cleveland. Drivers will be forced to join Production Workers Local 707 of Chicago, whose only affiliation is with the Senese organized crime family.

The Doraville, Ga., plant is still operating. But Ryder put a fence across its loading yard and gave a substantial portion of work to QAT, reducing the Doraville CAT work-

force to about 25 drivers from a peak of more than 200.

Last year Ryder ACD President Terry Russell announced that all new Ryder facilities would be "non-Teamster." This year Ryder Chairman M. Anthony Burns attended a terminal managers' meeting to hear an announcement that Ryder had the union just where it wanted it, and if there was any trouble they would negotiate terminal by terminal. The meeting was supposed to be secret but many terminal managers can't hold their liquor or their tongues any better than they can load or drive a truck.

Ryder's plan is foolish. It is almost as foolish as buying too many rental trucks because it thought Hertz would fold, or entertaining the notion that Ryder would be good at servicing airplanes because it could change the oil in a truck. After those business errors, Ryder is robbing Peter to pay Paul. It doesn't understand what it is to load a truck in hot sun or icy rain. It leases trucks and can't see why it's obscene to lease people.

Our union leaders promised protection against double breasting for the last two contracts, only to see the problem grow. This year we must vote No until two conditions are met.

1. That each parent corporation (Ryder Systems, Leaseway, Jupiter, Allied, etc.) sign the contract so they are bound by its anti-subcontracting provisions. Whether or not it is legal for our union officials to demand and strike over this, no court can tell the members how to vote.

2. That, after a deadlock at the national level of our grievance procedure, our union retains the right to strike. As long as their lawyers can stall our lawyers, they will not respect this contract.

Local 528 President Jerry Cook, a candidate for IBT vice president on the Durham-Mathis slate, says he'll file lawsuits. He hasn't noticed this

problem has been around for a few years. He knows lawsuits take years. Contract fights take leaders, not men who try to force members to take substandard deals as Cook did to Dixie owner-operators in 1988. Unless a lightning bolt turns Cook into a fighter, let's hope he stays out of the way.

As we enter the 1991 contract year we should try to make things right for the drivers of Doraville and Lakewood, just as we would like to for the

Dixie drivers from 1988. We hope to see acts of peace from Ryder soon. But for now, Ryder has declared war. This union was born in a depression. We may have to save it in a recession. The overwhelming portion of carhaul is union and Ryder is wrong if it thinks one Teamster man or woman will cross our line. It will take unity, organization and leadership. If we care about our futures, we will build on what we have until it is enough.

Carhaul News

Arbitrator Questions Birdsall's Good Faith.

"Dallas and Mavis' use of floaters and hiring of 'casuals' without consideration of employees laid off by Allied Systems raises a question regarding whether Dallas and Mavis was acting in good faith."

With these words, arbitrator Jack Clarke on Dec. 14 ordered Gordon Birdsall to give backpay to former Allied Systems employees he had refused to hire. Birdsall's day in court in Springfield, Ohio, over his use of a non-union alter ego company was delayed, but the day will come.

However, it is nearly a year since more than \$1 million was awarded to CCI clerical workers illegally shut out by CCI's shift to non-union facilities, and not a dime has been paid. This kind of stalling is why we need the right to choose between strike or arbitration after a deadlock of a grievance.

Ryder Uses Port Terminal Against CCI, Others.

"The substandard rental rates now being paid to the Port Terminal owner-operators is enabling the Port Terminal management to lower their overhead in order to unfairly underbid and compete with my unionized company (IDSC, Jack Cooper, Insured, CCI, etc.). This practice is also in violation of Article 6, Sections 1 and 2 of the NMATA."

This is part of a model grievance prepared by a TDU member, which can be obtained from TDU's New York office. In one example, traffic shifted from Los Angeles Local 63 to Long Beach Local 692 and inconsistent applications of the "follow the work" provisions of Article 5 by the grievance committee have left 40 CCI drivers still on layoff. This is a situation that Local 692 has allowed to fester for years, as three business agents in a row have switched over to management.

Elsewhere at GM in the Southwest. ...

Freemack, formerly restricted to Las Vegas, is expanding its non-union operation to a railhead in San Diego, which will reportedly affect 22% of the GM traffic into Los Angeles, affecting as many as 100 Jack Cooper (PMT) drivers.

Wellesley's Pfendler Pays Through Nose.

Wellesley Island, N.Y., TM Grant Pfendler paid for his hard-nosed attitude on loading time when a proposed load exchange with Port Newark Nucar was rejected 46-21. The deal could have required multiple pickups in the port and then hassling with Anchor for the pay. For their part, Newark Nucar owner-operators would have taken a big cut because of the very high ancillary charges taken out at "foreign" terminals.

Incentive Loading Pay at Selkirk, N.Y., NuCar.

Incentive loading pay at NuCar in Selkirk, N.Y., Local 294 has been so unfair that the local sent a letter last July to revert to hourly pay. Seven months later drivers still get "incentive" or "insanity" pay as one of our Hadley drivers calls it. As Ford traffic into Albany goes up for bid April 1, NuCar drivers are watching closely to see they don't get nailed.

NorCal Association News Informs and Entertains.

A newsletter for carhaulers in Northern California offers plenty of news, jokes and thoughts. Here's one: "Fire the man with 20 years service. It will keep the others in line mentally. What happens to that man with 20 years service after his career has ended? And why should we carry the pride of the company after this sort of treatment?"

Contract Bulletin

The union and employers are scheduled to exchange proposals on the NMATA the end of February. The Carhaulers Coordinating Committee of TDU will begin publishing the first of a series of informative Contract Bulletins to continue throughout the negotiations. Members of TDU will automatically get a copy of each bulletin and *Convoy Dispatch* mailed directly to their homes. Isn't it time you supported TDU? See the back page to join now.

TDU'S HISTORY

Rank and File Rebellion: Teamsters for a Democratic Union by Dan LaBotz

TDU's history, told through the lives of men and women active in the struggle to restore our union to the members.

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INDUSTRIAL NEWS

Walkout at Munitions Plant Gains Improved Contract

Rank and File Lead Alliant Strike and Win

Gillian Furst
Local 1145, Honeywell
Minneapolis

Teamsters who fight back can win. That's the lesson of a one-week strike at a Twin Cities munitions company that resulted in a victory for 1,300 workers in February.

In an era in which corporations are forcing concessionary contracts down the throats of workers, the rank and file of Alliant Techsystems in Minnesota said, "No." They turned down a bad offer from the company—recommended by the union leadership—and voted on Feb. 10 by a 2-1 margin to go on strike. One week later, the company was forced to return with a substantially improved contract. While not satisfying all the workers' needs, it was a clear-cut victory. Members were buoyant when they heard they had won.

"I want to thank everybody—the workers, for getting us this contract," Julie Meyer, one of the rank-and-file strike leaders from Local 1145, told the crowd before members voted 937 to 160 to accept the improved contract on Feb. 17. The members cheered.

Meyer also told the membership meeting that the union should be far more prepared for a strike and that a strike planning committee should be put in place so that next time the union will be ready. Others who spoke endorsed Meyer's position.

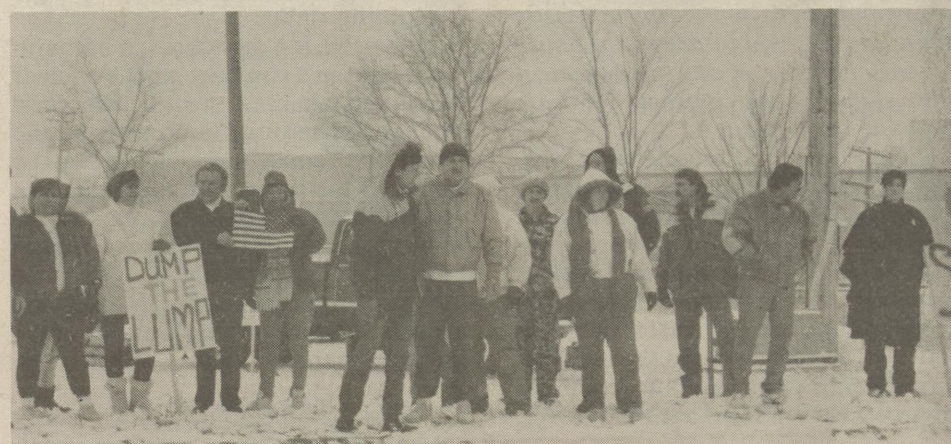
Alliant is a producer of military equipment, including the 25-millimeter shells for armored vehicles used by the Army and Marines in the

Persian Gulf war. The new company is a spinoff from Honeywell Inc., created last fall when Honeywell decided to set up a separate firm to handle defense contracts. Teamster Local 1145, with 5,100 members, represents Alliant and Honeywell workers.

In the original offer, which the rank and file rejected, Alliant had proposed an eight-month contract with only a lump sum. Workers had balked at the lump-sum payment and the shortness of the contract, both of which provided little job security. Under the new contract that will run two years and eight months, the lump sum remains but workers will also receive a 4% increase on Oct. 1, 1991, and a second 4% increase on Oct. 1, 1992. Pensions were increased from \$25 per month per year of service to \$28 per month. Medical premiums, however, will increase by \$5 for single coverage and \$10 for family coverage on Oct. 1, and by a similar amount on Oct. 1, 1992.

Rally Built Solidarity

"I think it was definitely a victory, and unfortunately it wouldn't have happened without the strike," said Meyer. Meyer also credited a support effort that included a rally held outside the Hopkins, Minn., plant at mid-week. Among those who addressed the rally were Miles Lord, former chief judge of the U.S. District Court in Minnesota, Bill Urman, secretary-treasurer of Teamster Local 792, Teamsters at Honeywell who hold a variety of union positions, and Alliant



Teamsters rallied on Feb. 13 outside the Alliant plant in Hopkins, Minn. (Minneapolis), in support of striking Local 1145 members.

strikers. Meyer chaired the rally.

"I think it helped to have other Teamsters involved in support," Meyer said. "That was big, big pressure on the company to see people coming out and speaking at the rally, including Miles Lord and Bill Urman."

The rally boosted people's spirits and sent a positive message, said Cindy Leach, another Alliant Teamster. Leach said it also showed the members were right to turn down the first offer. "They tried to tell us what to do, and we didn't do it. We took it into our own hands. ... We had to fight. They know in future contracts we won't put up with just anything."

Members realize that the increase will not keep up with inflation levels, but it was still a big improvement. "I was happy with it," said Dave Voltz, an Alliant worker active in the strike.

"Anytime you have a lump sum you lose something. But it's a lot better offer. It was a victory for us. We secured a decent contract."

The strike received considerable national publicity because it came in the midst of the Persian Gulf war. Efforts by some anti-union elements to paint the strikers as anti-American were sharply repudiated by the workers. One of the workers, Mary Cooper, has a son in the Navy stationed in the Persian Gulf. "I worry about him all the time," she told the *New York Times* in a Feb. 16 article. About the strike, she said, "This is my job and I decided we couldn't work under these conditions. I had to do what I thought was right. Isn't that what America is all about?"

This was a strike by the rank and file in every sense, and it was proof that when Teamsters fight back, they can win.

Teamsters at National Linen Reject Contract

Teamsters who work for National Linen Service have a tough job. The company services the Southeast, where the weather is hot and the work can often be quite unpleasant. If this were early 1988 instead of 1991, these Teamsters also would have had to live with a contract proposal that most of them did not want. But with Majority Rule on contract votes in effect in our IBT Constitution, Teamster members rejected the proposal 236 to 227 on Feb. 11.

While the rejection authorizes a strike under the IBT Constitution, at press time no strike notice had been given. A TITAN message from International rep Joe Morgan Jr. asked local officials to submit "problems with the final offer that you were confronted with by the membership." A meeting of business agents is scheduled for Feb. 22 in Atlanta.

Under the proposal, members would have lost much to inflation as only a \$500 lump sum was offered the first year (\$300 for commission sales drivers), and 20-cent hourly increases the following two years of a three-year agreement. No improvements in sick leave, holidays or vacation were proposed.

Health and welfare coverage is a major concern for National Linen Teamsters. After the Southern States Health and Welfare Fund developed financial problems in 1989-90, these Teamsters were taken into the Virginia Joint Council 83 Health and Welfare Fund. That fund announced big cutbacks in benefits and increases in deductibles effective Jan. 1. TDU is currently investigating the sudden announcement and implementation of those benefit reductions.

In the proposal, National Linen agreed "to provide and maintain Health and Welfare coverage as provided by Joint Council 83 prior to 1/1/91" with three modifications, which included a \$50 copayment for retirees.

But other problems outweighed relief felt by members regarding the H&W. A major concern is the commission routes. As one Teamster described the problem, "They put all the heavy stops on hourly routes so you're busting your butt, and they put all the light and spread-out stops on the commission routes so you have to work 50-hour weeks just to make the equivalent of about \$7 an hour. ... When they started the commission

routes in our area, management said, 'You guys are going to make so much money.' What a joke. They control the routes."

Union negotiators Morgan and Jerry Cook, president of Atlanta Local 528 and a vice presidential candidate on the Durham-Mathis slate, must have been surprised by the

rejected proposal. They have encouraged no communication among rank and file Teamsters at National Linen and past contracts were negotiated under the old "two-thirds rule," where a two-thirds majority was required to reject a contract. Morgan and Cook had recommended acceptance of the rejected proposal.

Teamster Rank & File Steward's Manual

A valuable guide with special emphasis on building unity at the workplace and in the union.

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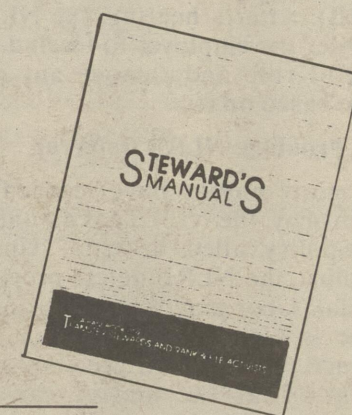
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Fighting Mid-Contract Work Rule Changes

Robert M. Schwartz

Your company is sold. A few months later, the plant manager announces a new absence control policy. When the union protests that the policy is arbitrary and unfair, management asserts that it has the right to adopt any policy it wants because of the management rights clause in the contract. What are you going to do about it?

There are several ways to fight mid-contract work rule changes. Legal tactics include NLRB charges and/or grievances. On-the-job actions include petitions, noncooperation campaigns, picketing and walkouts. Although this article focuses on legal tactics, in almost all cases the most effective union response is to combine job protests with legal action.

NLRB Charges

Some union leaders appear to be unaware that the National Labor Relations Act (NLRA) imposes a wide-ranging obligation to bargain on employers during the term of the contract. In 1962, the Supreme Court declared that employers must bargain before making significant changes in any matters that directly affect employees.

Stewards Corner

It is well established that these matters, called "mandatory bargaining subjects," include company work rules. The bargaining obligation applies to new attendance rules, tardiness rules, safety rules, grooming rules, conduct rules, and production standards.

Under the NLRA, employers may not change or impose new work rules without first:

1. Notifying the union well in advance.
2. Bargaining, if the union requests, giving full consideration to union objections and counterproposals. Only if bargaining reaches a good faith impasse may the employer implement its rule without union agreement.

An employer that fails to follow these procedures commits an unfair labor practice. The union must file charges within six months at the National Labor Relations Board (NLRB). After a hearing, the NLRB can order the employer to rescind the unlawful rule and remove any discipline based on it.

Problem: NLRB Deferral

As many unions have learned to their dismay, the NLRB has an unfortunate policy called "deferral." Under the policy, the NLRB defers processing unfair labor practice charges if the matter is also being heard in the grievance process, or if the employer contends that the matter can be resolved through this process.

The deferral policy is often applied to midterm bargaining charges, especially if an employer contends that a management rights or "zipper" clause gives it the right to disregard the legal requirement to bargain.

In the event of deferral, the union should proceed to arbitration. At the

arbitration hearing, the union should insist that the arbitrator decide the specific issue of whether the contract's management rights clause constitutes a knowing waiver of the union's legal bargaining rights.

Under NLRA standards, a bargaining waiver in a contract must be "clear and unmistakable," must be preceded by "full discussion," and must be the result of a "conscious yielding" by the union. If the arbitrator rules that the contract does not contain such a waiver, the arbitrator may invalidate the non-bargained rule or else refer the matter back to the NLRB for processing of the union's unfair labor practice charge.

Grievances

Unions can grieve company work rules under several theories:

Violation of express contract language. Obviously, if the new rule conflicts with a provision in the collective bargaining agreement, a grievance will be on solid ground. For example, if the contract states that employees shall face immediate dismissal only for theft, sabotage, fighting or dishonesty, a new rule providing for immediate dismissal for failing to call in sick would be in violation.

Violation of past practice. Unions can contend that the new work rule violates past practice. In a literal sense, this is always true. If a company imposes a new attendance policy, it has changed the status quo.

Most arbitrators, however, reserve the binding past practice doctrine for *mutually accepted* practices that provide significant personal benefits or privileges to the bargaining unit, such as the right to drink coffee at work. The doctrine is usually not applied to changes in disciplinary rules or other matters dealing with methods of operation or the direction of the work force.

Violation of the "reasonableness" standard. Some contracts state that management may only adopt "reasonable" work rules. Even if the contract does not use this term, most arbitrators say this requirement is part of the contract. A union can almost always grieve a rule which, in content or application, is unreasonable.

How do you establish that a company work rule is unreasonable? The Merriam-Webster "New Collegiate Dictionary" defines reasonableness as "not extreme or excessive ... moderate. Fair ... having the quality of reason." Expressing a common view, one arbitrator stated, "A rule to be reasonable, then, must be within the bounds of reason and logic. It must be just and fair-minded. If it is to have the faculty of reason, it must be subject to modification as varying circumstances dictate."

Here are some arbitration cases where unions have been successful in proving that work rules were unreasonable.

- A fighting rule was declared unreasonable because it imposed equal discipline (discharge) on the aggressor and the victim.

- A grooming rule was declared unreasonable because it applied to one shift only.
- A rule that criminal convictions would cause discharge was considered unreasonable because no account was taken of the relationship between the crime and the job.
- A rule imposing automatic discipline on employees who were late or absent, taking no account of the reasons, was considered unreasonable.

- A rule imposing a point system for unexcused absences and lateness, which contained no clear standards when an absence was legitimate, was declared unreasonable.

The use of NLRB charges, grievances and on-the-job protest actions can often force management to rescind or modify unfair work rules.

Robert M. Schwartz is a labor attorney and author of "The Legal Rights of Union Stewards."

The Legal Rights Of Union Stewards

A comprehensive explanation of the rights of union stewards, officers, and business agents. Written in an easy-to-read question and answer format, topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.

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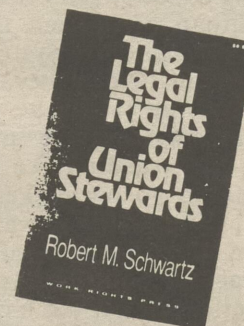
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Campaigns for Elected Stewards

Reform at Top of Union Sparks Local Action

As members around the country are running local delegate campaigns and working on their upcoming contracts, they are not overlooking the most basic and important unit of our union leadership, our union stewards.

Last year in Bridgeport, Conn., Local 191, four different members came to the January membership meeting with proposals to change over to elected stewards. A unified proposal was quickly developed, including a request for a secret ballot. After the required three readings, the proposal passed in August. Unfortunately, when the officers submitted the new bylaw to the IBT for approval, which is routine, a slight error stalled approval. However, at this January's membership meeting officials announced they will properly resubmit the change and honor members' votes on stewards in the meantime.

In New Haven, members in Local 443 asked the Bridgeport members for advice and have submitted elected steward proposals there as well.

New York Local 707

In New York Local 707, Yellow driver John Kelder came to the January membership meeting with petitions signed by hundreds of members asking for a bylaw change for elected stewards. Since it's been a while since such a vote was held in Local 707, the proposal was seconded and passed. It will need to have the required two readings before a vote will be held.

In one of New York's largest, Local 810, the question of elected stewards

has unfortunately come up at first negatively, but can be resolved positively by the members. After a number of members from NYU Medical Center were nominated for delegate, Dennis Silverman, head of the local and recipient of five pension plans, switched Lou Smith to NYU as their "business representative."

Smith began coercing and enticing withdrawals from some candidates, partly through his open threat to begin replacing stewards. Stewards have long been elected at NYU and many other 810 shops.

LaSalle, Ill., Local 722

In the Midwest, members of LaSalle, Ill., Local 722 at Consolidated Freightways were looking to amend their local bylaws to allow for elected stewards. They discovered that their local had not adopted any bylaws in 30 years! A successful campaign forced the local to write bylaws in 1989, although the local officials were able to get them adopted without provisions for elected stewards. But through political pressure on a just issue, members first elected road stewards at the CF breakbulk and recently elected dock stewards. Representation at CF has improved considerably since stewards elections. And a Ron Carey slate recently swept the delegate election there. The bylaws? That's a continuing struggle. Local officials still have not published and distributed them to the members. They have made vague claims that the bylaws failed the routine approval at the International.

LETTERS FROM OUR MEMBERS

Letter to IBT Counsel James Grady

The following is an excerpt from a letter written to James T. Grady, IBT general counsel.

"It is to be regretted that the rich and powerful too often bend the acts of government to their selfish purpose."

—Andrew Jackson

Sir, you are and you represent the rich and powerful members of the General Executive Board, the Dave Beck types who believe their offspring or hand-picked cronies should take their place when they retire. Or that the rank and file members are incapable of self determination or of making a decision based on facts instead of something a union representative tells them is right or wrong.

Unlike you, I have nothing resembling wealth. I am not highly educated, only a 12th grade completion. But I believe in what I am doing, I know right from wrong, and that there is no democracy without opposition. I don't get paid for anything but driving a truck, but I can and do read everything I can get my hands on. I understand why I am

sometimes viciously treated by some officials.

Yes, you are there to keep control of a laborer. And after your action against me on my election protest, I now have a personal view of you. It's not hate, for I hate no one. It's not as a competitor, as I view Mitch Ledet (Local 270 president). I have begun to think of you the way I view other members of the GEB. I personally regard you as a farmer would regard a slug. You move forward unthinking, unwavering and uncaring about who you hurt, consuming everything in your path, taking the whole garden if it pleases you, and leaving nothing behind but a slime trail.

So keep on, I can't stop you and your friends. I'm just a little guy, with no money, power or powerful friends. But I do take comfort in knowing there are birds out there ... waiting.

Allen C. Hall
Local 270, Matlack
Denham Springs, La.

Unity Not Out of Reach in Local 327

The newly elected officers at Local 327 in Nashville were sworn into office on Jan. 11. This brought the local out of a trusteeship imposed by the International over 18 months ago, directly supervised by Luther Watson. Watson, apparently displeased with the outcome of the election, stalled the swearing-in ceremonies for as long as he possibly could. The newly elected leaders were finally sworn in by a member in good standing.

No time was wasted in moving the local forward. The first general membership meeting was held on Jan. 20, and President Bill Boner outlined the plan set forth for the direction and growth of the local. Rank and file input was encouraged, and all suggestions were entertained. A motion was unanimously adopted to extend an invitation to all candidates for IBT office to come to our general membership meetings and speak, enabling our members to make a more educated decision.

Organizing new members is a top priority of this new administration. Jan. 30 through Feb. 1, a 24-hour card drive will be launched at the Saturn Plant in Spring Hill, Tenn., directed at the Ryder Distribution freight haulers. This drive is being coordinated by Vice President Joe Lavery and, if successful, will bring up to 450 new members into our local.

None of the new officers are TDU members, but democracy in this local is very apparent. Boner stated his goal is to have a packed union hall on the third Sunday of every month. A motion was unanimously adopted that all members in attendance at our next meeting rededicate themselves to the Teamsters union and the unity of our local by taking

aloud the oath that we each took when we joined our union.

For a local that has been plagued in the past with political and personality differences, the goal of unity and brotherhood through democratic principles no longer feels out of reach.

Gerald T. Gieg
Local 327, CCI
Nashville

Publicize Purpose Of IBT Convention

In talking to various Teamsters concerning the upcoming IBT Convention, I have been disturbed by the replies I've heard. The comments have been unanimous—it's just a big party, no one knows what the convention is about, and no one is sure what a delegate or alternate's responsibilities are.

Since there has been no direction or information coming from our current leadership on the International level, perhaps you will take the lead again and publicize the purpose of the convention, if there will be training sessions, will parliamentary procedure be used, will motions from the floor be allowed, review the responsibilities of a delegate or alternate, the convention agenda and any probable issues that may arise.

Roy D. Besszong
Local 728, Yellow Freight
Atlanta

Editor's Note: These are excellent questions. Only a brief outline will be presented here, but each point will be taken up in the coming months in Convoy Dispatch.

1. The IBT Convention will be June 24-28, in Orlando, Fla. It will be attended by more than 1,900 voting

delegates, and a smaller number of alternates. Rank and file Teamsters may attend and observe. Only elected delegates will vote; for example, neither William McCarthy nor Weldon Mathis will be permitted to vote, as neither was even nominated in their respective locals. The convention will cover two very important areas, the IBT Constitution and nomination of candidates.

2. The entire IBT Constitution will be gone over. By majority vote of the delegates, any part of it may be amended. This will cover such matters as our Right to Vote, strike benefits, officers' salaries, dues structure, local autonomy, election or appointment of bargaining committees, and much more. The Convention Rules on how to make such amendments will be approved by the convention. They will likely be similar to the rules at the last convention, which we have available. They are in accord with Robert's Rules of Order. Voting will be by voice, hand, or roll call.

3. Candidates for 18 IBT officers will be nominated: General President and Secretary-Treasurer, five VPs at-large, and 11 regional VPs. The delegates will vote by secret ballot, and candidates receiving 5% or more support will be nominated and will appear on the ballot for all Teamsters to vote on in December. The three IBT trustees will be elected directly by the delegates at the convention. The Election Officer will oversee the process, and the Election Rules govern here.

4. The IBT has not and very likely will not provide any education for delegates. The IBT officials (presently called the Durham-Mathis slate) at the past convention opposed every reform and ridiculed every proposal from the floor. This time they will pretend to be "reformed." Others, however, will provide education. It is very likely there will be caucuses of reform-minded delegates well in advance of the convention, as well as at the convention. There will be mailings to all delegates (the addresses will be made available by the Election Officer) by various candidates and caucuses. Wording of amendments will be discussed in advance and submitted in advance of the convention. All of these and more will help the process be more effective, in the first-ever convention in the new Teamsters union and in the era of the Right to Vote.

Throw Bums Out

El Monte, Calif., Local 420 is run by the old guard at Joint Council 42 through their puppet secretary-treasurer, Richard Martino. They have gone from one craft division in the local to another and plundered the members' pay checks with health and welfare cost increases. The Rock & Sand contract was signed just five months ago. What doesn't make sense is that the members who could least afford the cost increases were hit with the highest increases. Try to figure that out.

You ask me why I am telling you

this? Because the handwriting is on the wall. All we have to do is read it. I have never spoken out for a candidate before in my life. I mean Ron Carey, who has a 23-year reputation for honesty and integrity. We don't need the 1930s again, so come on people, wake up and smell the coffee. I'm mad as hell and I'm not going to take this any more without a fight. I'm an 18-year member and can remember when I used to be proud to be a Teamster. We can do it again. Throw the Bums Out in December '91!

Barry Clark
Chairman, Local 420 Delegate
Committee for the Rank & File
Los Angeles

TDU Meets

ATLANTA AREA

Saturday, March 2
7:30 p.m.
College Park Fire Dept.
Sullivan Road, College Park, Ga.

BOISE

Two Meetings
Friday, March 1, 3 p.m.
Saturday, March 2, 1 p.m.
Denny's Restaurant
607 Nampa Blvd., Nampa, Id.

DENVER AREA

Saturday, Feb. 23
4 p.m. to 6 p.m.
Thornton Mobile Estates
3600 East 88th Ave., Thornton, Colo.

FORT SMITH, ARK.

Sunday, March 17
1:30 p.m.
1114 W. Sunset/Highway 412 west
Springdale, Ark.

LEHIGH VALLEY

Saturday, April 6
10 a.m.
UAW Hall
2101 Mack Blvd., Allentown, Pa.

LITTLE ROCK

Saturday, March 16
10:30 a.m.
Wyatt's Cafeteria
I-30 at Geyer Springs
in the Southwest City Mall

MEMPHIS

Tuesday, March 5
7 p.m.
Shoney's Restaurant
E. Presley Blvd. & Winchester Rd.

MILWAUKEE

Saturday, March 2
9:30 a.m.
Security Savings Bank
7600 W. Layton, Greenfield, Wis.

SALT LAKE CITY

Sunday, March 3
Noon
Bonneville Garden Mobile Home Park
Recreation Room
705 S. Redwood

SAN FRANCISCO

Saturday, March 9
10 a.m. to noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

EAST BAY CHAPTER

Saturday, March 2
Call: (415) 653-3865
Covina, Calif.

ST. LOUIS

Sunday, March 17
Noon
AMVETS Post #88, 8449 N. Broadway

JUST DO IT.

IF YOU ARE NOT A TDU MEMBER, but you agree with TDU's principles, it's time for you to join us. Think about what TDU has accomplished in 15 years. We were the lone voice for democracy at the '76 IBT Convention, when we began educating Teamsters about their rights on the job and in the union.

TDU has led campaigns to reject concessionary contracts, and set legal precedents in federal court on the right to informed votes on contracts. Rank and file pressure organized by TDU helped win the right to Majority Rule on contract votes.

TDU's influence also played a central role in winning the Right to Vote for our top IBT officers. TDU argued that the best remedy for union corruption was union democracy, not government trusteeship. The Right to Vote was won because TDU had organized a strong rank and file movement.

Our work is not finished. We have to protect our newly won rights by writing them into the IBT Constitution; we need to elect new IBT leadership; we must help to improve our pension and H&W plans, stop the downward spiral of contract concessions, and start aggressive organizing drives.

Above all, we must continue to build TDU so the members stay in control. A revived Teamsters union is now within reach, but it can still slip from our grasp. This is no time to sit on the sidelines. We are proud of the Teamsters union. Help us make it strong again. Fill out the application below. **JOIN TODAY!**

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local Union # _____

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Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production ☐ Other _____

Optional: Spouses name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

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IF YOU ARE A TDU MEMBER, you're the best person to spread the word. Do you know Teamsters who read **Convoy Dispatch** and agree with TDU, but haven't joined yet? Maybe they just need to be asked. Ask them!

Convoy Dispatch is our best organizing tool. Is it getting around in your area? Use the membership application above to sign up for a Convoy bundle and become a distributor. Contact the TDU office for membership applications, literature on TDU, or advice on how to be a TDU recruiter. This may be our last chance to reform the Teamsters union, and our movement needs to grow.

LET'S BUILD TDU!